



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

# news

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**84% VOTE TO SUSPEND INDUSTRIAL ACTION**

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TUI DEPUTY GENERAL SECRETARY ANNETTE DOLAN PICTURED WITH ASTI GENERAL SECRETARY PAT KING AT JOBS NOT CUTS RALLY OUTSIDE ANGO IRISH BANK



TUI VICE PRESIDENT DENIS MAGNER AND HONORARY TREASURER MICHAEL GILLESPIE AS PART OF ICTU DELEGATION AT BRUSSELS PROTEST AGAINST AUSTERITY MEASURES ON SEPTEMBER 29TH



**Bernie Ruane**  
President  
president@tui.ie

**Denis Magner**  
Vice-President

**Peter MacMenamin**  
General Secretary  
pmacmenamin@tui.ie

**EDITORIAL**

**Annette Dolan**  
Deputy General Secretary  
adolan@tui.ie

**Declan Glynn**  
Assistant General Secretary  
dglynn@tui.ie

**John MacGabhann**  
Assistant General Secretary  
jmacgabhann@tui.ie

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

**Bernie Judge**  
Education & Research Officer  
bjudge@tui.ie

**Hilary O'Byrne**  
Administrative Officer  
hobyrne@tui.ie

**Conor Griffin**  
Press & Information Officer  
cgriffin@tui.ie

**Íde Ní Fhaoláin**  
National Branch Organiser  
inifhaolain@tui.ie

**PRODUCTION**

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

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

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TUI PRESIDENT, BERNIE RUANE

TUI members have indicated a strong wish for the union to enter talks on the Public Service Agreement with over 84% of those who voted instructing the Executive Committee to do so.

Members,

You have spoken through the ballot box with over 84% indicating a wish to enter talks on the Public Service Agreement. The Executive Committee issued this ballot to you so that each and every member could have the opportunity to have his or her voice heard. The result of this ballot indicates that you believe that the best strategy now is to enter talks.

This ballot was not a re-run of any previous ballot; it was not an attempt to overturn the result of previous ballots; it was not an attempt to overturn the result of the Conference held in September in UCD. It was a realisation of a new situation in these ever changing times. Circumstances changed. Realistic alternatives were not available; the threats to jobs and pensions were too near and too real to be ignored. You have indicated that you do not want the jobs of other members to be under threat. This was an act of solidarity among TUI members for each other. This result does not mean that TUI endorses the Croke Park Deal. We have told this to Government.

The Directives are now temporarily suspended for the duration of the talks. TUI negotiators will now enter discussions with the DES to discuss the implementation of sectoral changes. We will do our utmost to mitigate the effects of this agreement on you. We are now in a position to discuss the changes ourselves rather than have them foisted on us or have other unions negotiate on our behalf.

We are all aware that this agreement is not an offer of anything that will improve our conditions but we are equally aware that we are in a stark place right now and that we do not want any members to carry the high price of staying outside.

At the end of these talks you will be given an opportunity to ballot again and if the proposals are unacceptable to you the members then TUI will put contingency plans in place.

There are of course other issues as well.

### **Threats to the education service are again in the air.**

The pupil teacher ratio and capitation grants; hints of imposition of €500 charge for PLC courses; the raising of the registration charge at higher education are under attack. We must not allow the already marginalised be further marginalised. The Executive has decided to make a pre budget submission to the Government outlining the importance of education and that spending on education is investment. We cannot tolerate the further dismantling of the education system and further erosion of our pay and conditions of service.

**The non spending of the schools building fund.** Over €300 million allocated this year remains unspent. This is scandalous. The country is littered with prefabs which are falling down and are totally uneconomical to heat. A school building programme would create jobs now and give our young people

appropriate learning environments. Is this too simple a solution?

### **The proposed pension plan new entrants to the public service.**

Career averaging would be used to determine the pensions of our children and future members. Details of this are set out later in TUI News. The Trident Report which has been commissioned by TUI, ASTI, INTO clearly shows that this scheme is very bad for new entrants and that the current scheme is sustainable. No money will be saved from this new scheme for at least 40 years.

### **The forthcoming budget will hit all and will damage the economy.**

ICTU has proposed an alternative. ICTU has organised a protest rally in Dublin to show our anger against the unfairness of the Government's approach. Show your objections by attending the march. Details are available on the TUI website and at the back of this TUI News.

The list of issues goes on and on. Many are detailed in the pages of TUI News. We must resist where we can. We can only be successful if we act as a strong united union and work in as far as is possible in conjunction with the other teaching unions and those other unions that support our overall objectives. We must focus on who the enemy is and unite in opposition to it.

A handwritten signature in black ink that reads "Bernie Ruane".

# Croke Park: The members have spoken

84% of TUI members voting in the recent ballot stated a wish to lift industrial action and to enter discussions with the Department of Education and Skills on the issues in the Public Service Agreement.

The directive in schools banning the rotation of Post of Responsibility Duties has now been suspended along with the ban on Parent Teacher Meetings in school time, the ban on School Planning Meetings and the ban on Staff Meetings. The ban on co-operation with Whole School Evaluation had been lifted separately by the Executive some weeks ago.

In the Institutes of Technology, directives banning involvement in PMDS, involvement in quality assurance, involvement in strategic planning, participation in partnership committees, availability for rechecks/appeals and implementation of flexibility of +/- 3 hours for flexible modes of delivery have also been suspended.

TUI has been invited into discussions. It is expected that the issues which have been raised with other unions will now be raised with TUI. These are anticipated as being in respect of the additional hour and the uses to which it can be put. Discussions on redeployment, which had been initiated previously but was included under the Public Service Agreement will also be concluded. There is also to be a move to increase the availability of those in the Supervision and Substitution (S&S) scheme to make themselves available for an additional class period per week. This will not, however, involve additional time spent in S&S. The final and in many ways most crucial element is the contract

review. It is understood that this is to involve a commitment to the delivery of 167 actual tuition days in the year with any required Professional Development, Parent Teacher Meetings or Staff Planning Meetings being outside of this time.

In the Institutes of Technology there will be separate discussions with the Department. These are also to involve a contract review, an additional hour, redeployment and flexibility in the development of courses for the unemployed. Less detail has been spelt out in regard to these discussions as yet and it could be that these discussions will be over a somewhat longer time scale.

In respect of both sets of discussions, TUI will be putting forward proposals for consideration in the negotiations.

The Union is committed to balloting members further before any agreement is recorded on any of the issues under the Croke Park Agreement.

## Future of the Croke Park Agreement

Meanwhile, the Croke Park Agreement struggles on from day to day. Members have inquired as to why we are discussing this agreement now and every newspaper

and broadcast suggests that it is on its last legs. TUI has no greater knowledge than any others as to the health of the agreement. We do know however what the alternatives are. The only reason that the demise of the Croke Park Agreement is being mooted is in order to allow for a further assault on the pay of public service workers or indeed to force compulsory redundancies on us.

If the agreement holds then we are protected against pay cuts and compulsory redundancies if we agree to the terms of the agreement. If it falls then we will not be implementing any of the changes sought in the agreement. Any changes made will only be in return for the protections remaining.

## Retirement in 2011

The threat made to those wishing to retire in 2011, specifically that they would not retire on the pre pay cut salary on 2009 and would as a consequence suffer a significant pension and lump sum reduction, will now not be advanced. To implement that threat it would have been necessary to rescind the Ministerial Order made in June 2010 which allowed all public employees to avail of this extension. While it certainly would have been possible to sign an amending Order limiting this to those accepting the Croke Park Agreement, it is believed this will not proceed now that discussions on the overall agreement are underway. We cannot, of course, foresee what impact the Budget might have on pensions.

The Ballot results are:

Total number of votes cast	7727 (55% turnout)
Invalid votes	206
Total valid votes	7521
In favour of motion to temporarily suspend industrial action	6335 (84.2%)
Against motion to temporarily suspend industrial action	1186 (15.8%)

# Major National Demonstration – Saturday November 27th

**We encourage all TUI members to attend a major ICTU organised demonstration on Saturday, November 27th in Dublin.**

The event has been called in support of Congress proposals on alternative ways to tackle the economic crisis, which include a focus on job creation, investment and growth. ICTU believes that there is a better, fairer way to guide the country out of the economic morass which is achievable by extending the adjustment and focus on jobs and growth. The sheer scale of the cuts proposed for the forthcoming Budget



are devastating and the only certainty they provide is that the Government plan to date has been an abject failure. People need to make their feelings known now because it will be too late to protest after the Budget has been

announced on December 7th. If you can at all, please make your voice heard on the streets of Dublin on November 27th. Details will be sent to branches. Branch banners should be brought to this protest.

## Trident report on pension changes

The three teacher unions launched a report on November 4th showing that if Government plans to change pension arrangements for public servants go ahead then teachers will pay more in contributions to the scheme than they will get out in pension benefits. The report was commissioned from Trident Consulting.

It shows that because membership of the pension scheme is compulsory for teachers, they will be forced to join a scheme from which they would expect to receive no net benefit. Proposed changes by Government will effectively allow Government to stop paying any employer contribution towards public service pensions for teachers.

At present “meaningful” employer contributions are required for a private sector scheme to gain Revenue approval. The report says the proposed new public sector scheme does not meet this basic criterion.



TUI GENERAL SECRETARY PETER MACMENAMIN PICTURED WITH ASTI AND INTO COUNTERPARTS PAT KING AND SHEILA NUNAN AT LAUNCH OF TRIDENT REPORT ON PENSIONS ON NOVEMBER 4TH

The result will be that public sector schemes will be less generous than private sector schemes and future public sector schemes will be less valuable (from an actuarial perspective)

than no pension provision whatsoever.

Public meetings have been organised as part of this campaign and full details are set out on p.32 and 33.

# “Youthreach can never and should never lose sight of who it was set up for”

TUI members work across a wide range of sectors, teaching a very diverse range of learners. In this edition, we take a closer look at Youthreach. Originally established in 1989 for early school leavers between the ages of 15 and 21 with little or no qualifications who had left school, the programme has never been more important to the communities it serves than in 2010.

“Youthreach is extremely holistic,” explains Ben Bishop of Pleasant Street Youthreach Centre and chair of TUI’s Dublin City Post Primary branch. “We look at the whole person as opposed to any narrow academic part. Large numbers of our students have been failed by the education system, they haven’t necessarily failed the education system themselves. Some would have a wide range of behavioural difficulties and social problems and a lot of the time these get acted out within regular schools, mostly because of the nature of the environment and the existing system”.

The Youthreach programme is full-time, operating all year-round (with the exception of August) and participants receive an allowance for their attendance. Differentiated, innovative and challenging teaching methods are a pre-requisite for those working in the sector. The theory of multiple intelligences is vital and informs the way teachers work. Youthreach acknowledges that students have different learning styles and endeavours to tailor subject content to suit this diverse need.

With no set curriculum or prescribed texts, Youthreach services the needs of each student in a unique way.

“You look at their particular interests,” says Ben. “If you’ve got a kid with a strong interest in horses, you deliver your subject with a theme of horses through it, particularly for them. You

look at something to engage them in a way that they’re comfortable with. You can deliver your subject as imaginatively as you want. You don’t have to deliver through prescribed texts. I teach maths, and if I’m talking about capacity, I’ll relate it to the grounds at Old Trafford, because they understand that. In algebra, I don’t talk about x, y and z. I talk about rashers, sausages and eggs. I bring it down to a very practical level. Many kids struggled with extreme difficulty through schools. They don’t need that situation repeated. The experience has to be interactive. And there’s a respect and kindness and generosity of spirit about the vast majority of kids I’ve worked with.”

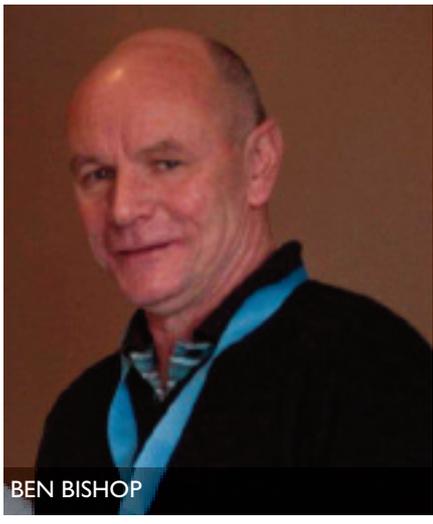
A key difference between Youthreach and mainstream educational environments relates to the informality and bonds of trust formed between student and teacher, with class sizes limited to a maximum of thirteen. In Youthreach teachers are not called ‘Sir’ or ‘Miss’. Only first names are used and it takes students a while to get used to the new setting.

“There’s a relationship that builds up. There’s also a mentoring aspect, where you check out how the students are doing, if they have social workers, probation officers or court dates, or if there are difficulties with substance abuse. Some issues are referred on for professional help, but with a mentor they have a point of reference at all times, there’s somebody they can

go to consistently. It’s not like you’re a Year Head for sixty. You’re a mentor for five people. Where they’re going, what their prospects are, where they’re hoping to move on. It’s a more holistic approach including discussion on where they are, where they want to be in the future, how they can challenge their own behaviours to achieve their goals”.

At a time when the media obsesses over the tiny percentage of Leaving Cert students that score 600 points and how many students Private School X sends to University Y, it has never been more crucial that the sector remains true to its mission statement.

“The danger is that Youthreach would start replicating the PLC sector in some shape or form. It can never and should never lose sight of what it was set up for - early school leavers, with little or no qualifications. There’s no doubt that pressures to change are increasing. The Department of Education and Skills can’t quantify anything that’s not academically based. It can understand twenty five As in a class group, but how can you quantify how many kids from a class group are not in Mountjoy? It can’t be done. Ninety per cent of the important work that Youthreach does is not quantifiable because of the nature of the kids, their social backgrounds, their family backgrounds; because of their history within the school system”.



BEN BISHOP

“Youthreach is about changing young people’s social behaviour, and then their academic behaviour changes. A lot of them are hugely angry about the education system and act out their frustration. Schools can’t provide for them. The danger is that Youthreach would become driven by academia and become qualifications based, when most of the achievements can’t actually be logged. The kid who is suffering substance abuse being put in contact with the right person. How is that quantifiable? The kid who comes in with very, very poor literacy standards and comes out one or two grades higher. How is that quantifiable?”

The same applies to those who need support and understanding when their home life is having a ‘knock-on’ effect on their participation in the course”.

And what attributes does somebody working in Youthreach need to have?

“Obviously, it’s important that they’re qualified and know their subject. A major awareness of the social problems and the social backgrounds that students come from is vital too. There shouldn’t be any desire to change the kids, because what’s normal in their backgrounds and socioeconomic circumstances, will not always be in yours. You can try and challenge some of their perceptions, but you cannot be judgemental. Accept them for who they are, where they come from. Teaching in Youthreach requires understanding, flexibility and dedication”.

In the past teachers in Youthreach did not have pay and conditions that reflected the value of the work they carried out. However, TUI representation has over time secured significantly better salaries and protected conditions of service for members in Youthreach.

“Prior to the 1999 arbitration which TUI brokered, people would have been earning an equivalent of about €14,000, so there’s been an increase of over 300% in resource and co-ordinator salaries, which is a significant increase. The union has also successfully protected members in numerous industrial relations disputes. It is important that members appreciate that and that they become actively involved in their union themselves”.

“The service Youthreach provides has never been more important. It was set up twenty years ago, but there’s as much need now, if not more. Over the last ten years, there has been a steady demand for places but the current economic crisis has increased that demand. The danger is that people with the Leaving Certificate will start accessing the scheme, because of social welfare changes. The bottom line always needs to be that Youthreach was set up for early school leavers. It’s not an alternative to school. It’s a fire brigade service, reactive as opposed to proactive. And it’s an absolutely vital service”.

# Junior Cycle Reform

A TUI consultation document on the ideas for a new junior cycle has circulated to schools/centres which:

- Gives a brief summary of the ideas under discussion
- Poses questions for you to consider in forming a view about possible changes to the Junior Cycle and the Junior Certificate Examinations
- Highlights some strengths of and concerns about the ideas under consideration
- Identifies some particular concerns that arise for TUI and its members

Please read the material and discuss with your colleagues.

Send your ideas/views on what should/could change in the Junior Cycle and the Junior Certificate Examinations to Head Office for the attention of the Education and Research Officer by 25th November 2010 by post or email at [showard@tui.ie](mailto:showard@tui.ie)

**Teachers' Union of Ireland**  
**Junior Cycle Reform**  
**A Time for Change?**  
**Make your views known to the TUI now.**

**What has happened so far?**

- In June 2009 the Minister for Education and Science requested the National Council for Curriculum and Assessment (NCCA) to look at the entire Junior Cycle experience
- To kick start the discussion and debate the NCCA set out a number of ideas for a new Junior Cycle
- The next step is to develop a framework that will shape any future changes that may come about.

**Where can we get more information?**

- Innovation and Identity: Ideas for a new Junior Cycle: a summary document and other consultation materials such as videos, a questionnaire are available on the NCCA website ([www.ncca.ie/juniorcycledeliverables](http://www.ncca.ie/juniorcycledeliverables))
- TUI has prepared this material to assist you in identifying your views on what should or could happen to the current Junior Cycle Programme and Junior Certificate Examination - see TUI website ([www.tui.ie](http://www.tui.ie)) for more details.

**Why should we comment?**

- It is vital that teachers on the ground express their views and influence the nature of change that may take place
- TUI will be finalising its response to the initial ideas by the end of November - it must reflect the views and concerns of its members.

**What should we do with our views?**

- Examine the ideas for change set out by the NCCA
- Access some commentary on the ideas on the TUI website
- Consider the questions set out in this document
- Have a discussion in your workplace or at a branch meeting
- Report your observations to TUI Head Office so that they inform the TUI response to the NCCA and its participation in further discussions.

**Forward comments to Head Office by Thursday, 25th November 2010.**  
 Postal Address 73 Orwell Road, Rathgar, Dublin 6  
 Fax Number: 01 492 2953  
 Email address: [showard@tui.ie](mailto:showard@tui.ie)

# Annual Congress 2011 – Tralee

Congress will once again be in Co. Kerry in 2011. It will be held in the The Brandon Hotel, Tralee.

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

## The Brandon Hotel, Princes Street, Tralee

Tel: 066-7123333 Fax: 00353 (0)66 7125019

B&B €65 per person sharing €85.00 single

Children sharing Up to 12 years – free accommodation

With two adults: (Breakfast €5.00) 12 to 15 years - €15 B&B

*There are a limited number of rooms available in the Brandon Hotel for delegates.*

## The Imperial Hotel, 27 Denny Street, Tralee

Tel: 066-7127755

Email: imperialhoteltralee@eircom.net

B&B €60.00 per person sharing €75.00 single

Children sharing Up to 12 years – free accommodation

With two adults: (Breakfast €5.00) 12 to 15 years - €15 B&B

## The Abbeygate Hotel, Maine Street, Tralee

Tel: 066-7129888

Email: info@abbeygate-hotel.com

B&B €60.00 per person sharing €75.00 single

Children sharing Up to 12 years – free accommodation

With two adults: (Breakfast €5.00) 12 to 15 years - €15 B&B

## B&B Accommodation:

There are a number of B&B Houses and other accommodation close to the Hotel. The Brandon Hotel will be happy to give you names and contact numbers should any members require these facilities.

## RESERVATIONS

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

**Bookings for the hotel must be made before 31st December 2010 to avail of the above rates.**

## CRÈCHE

A Crèche under professional supervision will be provided at Congress 2011 in the Brandon Hotel.

Children up to 10 years of age may avail of the Crèche.

Copies of the Crèche Form are available from:

**Patricia Cassidy** Email: cassidytricia@hotmail.com

Mobile: 086-3911737

Copies of the form are also on the TUI website – www.tui.ie

Completed forms should be returned to Patricia before Friday, 11th March, 2011. Please insert “2011 Congress Crèche” in the subject line of emails.

Please note that there is a late booking fee of €60 per child for children booked into the Crèche after the deadline of 11th March 2011.

*Due to HSE regulations, there will be a limited number of places available in the crèche so early booking is advised.*

## MEALS AT CONGRESS

All meals will be available in the Brandon Hotel, i.e. lunch and an evening meal.

## ► IMPORTANT DATES TO CONGRESS 2011

### ► 18th January 2011

Last date for receipt of motions from Branches to Head Office for submission to Standing Orders Committee.

### ► 18th January 2011

Last date for receipt of nominations for positions of Vice-President, Security Fund Committee and Area Representatives for the following areas:

#### Area:

2. Roscommon, Longford, Westmeath and Offaly
4. Wexford, Co. Waterford, Waterford City, Tipperary S.R, and Kilkenny
6. Dublin County, Borough of Dun Laoghaire
8. Sligo County, Leitrim and Donegal
10. Dublin City
12. Community & Comprehensive Schools in Counties Donegal, Galway, Leitrim, Longford, Mayo, Roscommon, Sligo, Westmeath.
14. Community & Comprehensive 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.

### ► 1st February 2011

Issue ballot papers for elections.

### ► 18th February 2011

Last date for receipt of annual election ballot papers.

### ► 22nd February 2011

Preliminary Agenda will be issued to Branches

### ► 8th March 2011

Last date for receipt of:

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

### ► 5th April 2011

The Final Agenda will be issued; also the General Secretary's Report; Balance Sheet and Financial Statement; names of delegates to Congress and the Branches represented.

### ► 19th April 2011

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

### ► 26th April 2011 Congress Opens

Note: Rule 13 (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, 25th February 2011.**



# Institute News

## Croke Park – letters of “advice” from Institutes of Technology Ireland (IoTI)

The general issue is extensively dealt with elsewhere in TUI News. However, a threat to the employment of third level members was reported in the Irish Independent of 15th October.

Specifically referred to in the article were letters of advice from the Institute of Technology Ireland to Institute presidents requesting that they identify surplus academic staff with a view, potentially, to making them compulsorily redundant. Bizarrely, the second of the letters suggested that a university lecturer who is a member of a union that “is compliant with the Croke Park Agreement” and who is surplus to requirement in her/his university “arguably has a greater right” to fill a vacancy through redeployment (to a nearby Institute of Technology) “than a TUI member” in that Institute who is deemed to be surplus to requirement. The illogicality, not to say illegality, of the proposition is breath-taking. However, it comes as little surprise that the source of the proposition is the IoTI which has consistently sought to frustrate the normalisation of industrial relations in the sector at both national and local level. The TUI has no difficulty with – indeed welcomes – robust and meaningful IR engagement. However what we routinely encounter is a refusal to engage, an unwillingness to resolve long-standing issues and a failure to honour settlements reached. This obstructionism pre-dated by several years the economic downturn. Since the downturn the IoTI has added a cynical opportunism to its repertoire. The union is well aware that this preferred modus operandi of the IoTI routinely impedes the resolution of local issues as they arise in individual Institutes.

At a time of significant challenge for the IoT sector, is it not remarkable and

### The following email issued to Institutes of Technology:

Subject: URGENT REMINDER – Croke Park Agreement; Implementation – IoTs  
Importance: High

Dear all,

Following a number of responses and conversations I have had, it is clear that there are some misunderstandings of the request.

Under the Croke Park agreement, no TUI member has a right to redeployment to any vacant position. For example, if a vacancy arises in an engineering department and a TUI member in the electrical trades has the qualifications to fill that job, it does not necessarily follow that he can. If there is a SIPTU lecturer in a nearby university with suitable qualifications, who is surplus to requirements, he arguably has a greater right to fill the vacancy than the TUI member as SIPTU is compliant with the Croke Park Agreement.

The number I am looking for is the number of academic staff that are surplus to requirements now or will be surplus to requirements on 31 December/30 June next, not allowing for any possible redeployments. I can clarify the issue further at the secretary/fc meeting next Thursday so responses can be delayed until 15 October 2010.

If time is of an essence, responses can be given orally, rather than in writing.

Thanks

Gearóid Hodgins  
Director of Human Resources and Industrial Relations  
Institutes of Technology Ireland”

regrettable that the national umbrella body representing management should see more merit in truculent posturing than in professional negotiation, in maligning the academic staff who have – over a remarkably short period of time – brought the Institute sector from infancy to its current position of providing for fully half of all the learners at third level in the country. Equally, is it not an abject and disgraceful failure of belief in the sector that the IoTI should be roaringly silent when the

matter of the weekly norm of lecturing hours is under public discussion and, often ill-informed, scrutiny in the media? When various university presidents recently advised the Public Accounts Committee that the weekly lecturing norm in the university sector was 6 hours, what cat took IoTI’s tongue that it was unable to muster any official utterance to the effect that in the IoT sector it is 16/18 – much less that these hours represent only a visible fraction of the multiple of 16/18 which lecturers

actually work, in preparing lectures, assessing students' progress (continuously), developing courses and myriad other functions. In seeming by its silence to deny the truth of what our members do, the IoTI is succeeding only in unfairly impugning the professional integrity of committed lecturers and public servants and in undermining the sector that it purports to represent. With friends like these ...

The TUI, on the other hand, believes in the mission of the Institutes and in the excellence and rich diversity of the service they provide to learners and to Irish society. The question is – does the IoTI share this belief? The shame is that it is necessary to put the question.

### Request to Branches

Institutes have by now responded to the request by the IoTI to identify academic staff they deemed to be surplus on 31st September 2010, those who will be surplus on 31st December 2010 and those who will be surplus on 30th June 2011. Branches have been asked to ascertain from local management each Institute's full response. There is an entitlement to such information, not least under the legislation on information and consultation. It is the position of the union that in circumstances where work diminishes in a particular discipline a process of re-training (where necessary and appropriate) and re-assignment is required under collective agreement.

### Fixed term issues

The attritional effect of the Employment Control Framework on fixed term work in the Institutes is everywhere in evidence as are the very damaging effects of random and savage cuts on the higher education service at a time of sharp annual increases in student numbers.

In seeking to defend the interests of members, the union has prioritised fixed term lecturers with service in an Institute under successive contracts.

If you are a fixed term lecturer you are advised to prepare your employment profile along the following lines

- commencement date of your employment in the Institute
- number of successive contracts – written or unwritten – to date
- nature of each successive period of employment - whether hourly paid, pro-rata etc.
- hours worked (weekly) under each contract / in each period of employment
- in respect of each contract/period of employment, whether hours worked were held in your own right or were explicitly and in writing confirmed as being for the purpose of providing cover for a lecturer who was on approved leave (paid or unpaid) such as sick leave, maternity leave, career break.

You should collate all relevant documentation relating to your employment with the Institute – written contracts where they exist, timetables, written communications from the Institute, any record you have retained of verbal communications etc.

If necessary (eg to close a gap in your records), you can ask to view the file the Institute holds about you. This personnel file comprises all the records held by the college about you and includes both hardcopy and electronic records held either centrally or locally (within a department). You have an entitlement to view the file but you may not either add to it or remove anything from it. You may make a record of what it contains and may request a copy of anything you consider to be of importance to you. Having assembled this information/ documentation you should prepare a

detailed chronology of your employment history with the Institute.

At this point you should seek the advice of the local TUI Branch in regard to entitlements that you may have acquired. In very broad terms, if you are in your fifth successive twelvemonth of employment with the Institute, by way of two or more fixed term contracts, you may well have an entitlement to a contract of indefinite duration. In this regard, the entitlement arises upon the fourth anniversary of your commencement date, whenever that may be. If, for example, your commencement date was 6th November 2006 an entitlement to a CID arises on 6th November 2010 when you commence your fifth successive twelvemonth – provided that the Institute has not set out in written form a valid objective ground for the offer of a further fixed term contract and the failure to offer a contract of indefinite duration. The union will advise you in this regard.

Please note that fixed term work encompasses both pro-rata and hourly paid work (other than casual hourly paid work) and that holiday periods during which hourly payment is not made do not breach the successive nature of such employment.

The local Branch of TUI will provide advice - and where necessary represent you - regarding your entitlements and how to have them vindicated. You should undertake this exercise as a matter of urgency as time limits apply to the use of some of the available mechanisms for prosecuting a case on your behalf. Act now to assert your rights.

### Apprenticeship Education

Conscious of the sharp decline in apprentice numbers and the limitations of the current system, led as it is by registration of apprentices by employers,

the TUI has proposed to the Minister for Education and Skills that a new, quasi-CAO system of direct entry to apprenticeships be developed and implemented, with the Institutes of Technology taking the lead role. The union has warned about the danger of history repeating itself and of the country once again facing an acute skills deficit if apprentice education is allowed to run-down excessively because of its reliance on the current registered apprentice model of entry. We have advised against a wilful and reckless degradation of the infrastructure needed to educate the critical mass of apprentices necessary to drive economic recovery.

Concentration of apprentice education in the Institutes with industry placements as an integral part of the model would also have the benefit of assuring quality. The Institutes have the capacity and most importantly the resident expertise to provide an efficient, effective and high quality alternative to the present model which is characterised by spikes and troughs that are injurious to the interests of the national economy and skills base.

The union has also addressed the matter of provision in the Institutes for referred and unemployed apprentices.

We await a comprehensive response to the proposals we have made.

### National Strategy for Higher Education

At the time of writing, the report of the Hunt Group, so-called, which was charged with preparing a National Strategy for Higher Education has still not been published. Potentially, the report could significantly influence the development of the Higher Education sector over the next several years.

The TUI met with representatives of the Group on 9th November 2009 and on 14th July 2010. The views of the union (as set out in the Annual Report presented at Annual Congress 2010) were presented and discussed at these meetings. The union will, of course, respond appropriately to the report when it issues.

### IR Forum

Issues discussed at recent meetings of the Forum include:

#### LCR 18366

At the most recent meeting of the Forum it was agreed that joint referral to a 3rd party – almost certainly the LRC – will be discussed at a meeting, scheduled for early November, that is to be facilitated by the Chair of the Forum. The substantive issues are:

- the categories of claimant to whom payment of the €1,500 should be made
- applicability of the recommendation to internal (i.e. “non-external”) claimants

### Exam payments claim

Among the issues under discussion are

- slippage in the script rate as a result of non-application to the rate of certain % pay increases (e.g. under PCW).
- respective views regarding a system of credit-based payments
- recent and on-going developments in assessment modes

### Quality Assurance – QAI Form

The text of a joint question to be put to the Information Commissioner concerning ownership of the QAI form has been agreed. TUI advised the Forum that it will ask the question on a without prejudice basis. Under PCW the union agreed to the implementation of Quality Assurance on the basis that the QAI form is owned by the lecturer.

### Fixed term issues

Second and third levels share an adjudication system. This has been the subject of a review at second level. The review has resulted in amendments to 2nd level Circular Letters. It was agreed that a similar review is now appropriate at third level. It was also agreed that the review will encompass other relevant matters relating to evolving case law, divergence between such case law and existing CLs, recent Rights Commissioner and Labour Court decisions etc.

On a more general note, the union remains concerned about the effectiveness of the Forum and has raised this matter with the Chair and the official side.

## Solutions to October 2010 Crossword

### ACROSS

7 LARKIN  
8 CAVAN  
9 GARFIELD  
11 ADMONISH  
13 GATEAU  
14 ANTE  
15 REAM  
16 PAUL

17 WIMPLE  
18 TROUBADOUR  
19 RHUBARB  
23 BUSHMILLS  
24 GONDOLA  
30 BRAM STOKER  
33 PERCY FRENCH  
34 BLIGH  
35 MACABRE

36 PARE  
40 CORRIG  
41 SCRUTINY  
43 PICNIC  
44 BLUESCRACKER  
46 GAOL  
47 LUKEWARM

### DOWN

1 PORTENT  
2 AUDIT  
3 CLARE  
4 LILITH  
5 HA HA HA  
6 CALIGULA  
8 CYAN  
10 QUAKER

12 MANTRA  
16 PAUL McGRATH  
20 RODDY DOYLE  
21 COBH  
22 LOB  
25 ARCHIPELAGO  
26 JEFF BRIDGES  
27 INELEGANT  
28 MATERIALISTIC

29 HORSLIPS  
31 CARRION  
32 VAMPIRE  
37 PURCHASE  
38 MOSAIC  
39 QUIVER  
42 SKULL  
45 RUM

# Representation of women on the Executive Committee



The representation of women on the current and last Executive Committee of TUI is at an all-time low – only two women of the 19 elected Area Reps comprise(d) both Executives. This contrasts with previous Executive Committees eg there were up to five women on the Executive Committee in the late '90s. Women represent 60% of the membership of the TUI. Therefore, they are not adequately represented on the supreme decision-making body of the TUI at national level. There appears to be significant representation at Branch Officer level, but not at Executive level. Why?

Dr. Jane Pillinger, Independent Researcher and Policy Advisor, was commissioned by TUI in 2009 to examine this inequitable situation and to put forward suggestions for different methods whereby the representation of women could be increased on the Executive Committee. A number of focus group meetings of TUI members were conducted by her throughout the country and members of the Executive Committee were also consulted in December 2009 and in January 2010. She presented her report, entitled 'Improving the Representation of Women on the TUI Executive Committee' in February 2010, which can be accessed on the TUI website under Publications and Reports. This document was also presented to Annual Congress in Ennis at Easter 2010.

Detailed recommendations were put forward by Dr. Pillinger and possible suggestions are outlined below.

a) Rule changes and a union commitment and policy to increase the representation of women on the Executive Committee

- b) An equality policy framework and mechanisms for monitoring and reporting
- c) Examine ways to overcome the barriers cited by women, for example, regarding travel to meetings and time factors
- d) A commitment to resources for training and awareness raising
- e) Enhance the visibility and profile of women in the Union
- f) Provide more transparency and information about Union structures and decision-making processes
- g) Build Union organisation

With regard to a) above, it was clear that all members consulted believed that there should be a policy and a statutory rule change, if necessary, to make it mandatory for women to be represented on the Executive Committee.

A number of options, of which most, if not all, would require rule changes to be agreed by Congress, were put forward in the report to redress the low participation of women on the Executive Committee, which included the following:

- Equal / proportional representation of women and men
- Alternate member/"zipper system", whereby there would be a rotation of women and men to Executive Committee positions ie each area would alternately have a female/male representative
- Election of 2 Area Representatives, a man and a woman, from each electoral area – this would mean enlarged areas
- Reserved seats for women ie a quota system, which could be phased in over time

## What do you think?

**The views of Branches, Workplace Committees and of individual members are now being sought by Head Office on the above options. These views will be considered when the Executive Committee discusses the issue at its December meeting. Responses should be sent to the General Secretary at [bhall@tui.ie](mailto:bhall@tui.ie), not later than the 1st December 2010.**

**TUI aspires to have a representative gender balance on its Executive Committee. TUI wishes to ensure that the union's commitment to gender equality is translated into real change at Executive Committee level.**

# Scottish Further Education System – the way forward

Dave Alvey is a Business Teacher in Senior College Dun Laoghaire. In this article, he argues that we should look at the example set by our near neighbours in charting a path forward for the Further Education system.



DAVE ALVEY

Brian Mooney, writing in the Irish Times on September 14th 2010, aired a proposal for educational reform that deserves attention. He proposed that the three sectors of higher vocational education – FÁS, the Further Education/PLC colleges and the Institutes of Technology – should be amalgamated into a single system, and that this new body should be modelled on Scotland's Further Education system. I support the idea.

In making his proposal, Mooney criticised TUI on the grounds that the union's opposition to the Croke Park Agreement bodes ill for our willingness to support any re-structuring of vocational education. As one of the twenty five per cent of TUI members who voted for the Croke Park Agreement, I am concerned that this criticism might be justified.

Clearly the union has a responsibility to defend our salaries and conditions of service and to make this its top priority in the present circumstances. TUI also has a clear democratic mandate for its present course of opposition to the Government. My concern is that while pursuing that course we should still be open to supporting reforms that could assist economic recovery.

## Why amalgamate the three systems?

Positing Scottish Further Education (FE) as a model for the reform of our FE/PLC sector is not new. It was the underlying theme of the 2003 McIver Report and is invariably referred to in discussions about the sector. In June 2007 a group from the college where I teach, Senior College Dun Laoghaire (SCD), visited two Scottish colleges, Angus College, Arbroath and

Aberdeen College to investigate first hand the system there. In an SCD report the trip was described as *"both exhilarating (how it can be done) and depressing (how far behind we are)"*.

If the Scottish model is relevant for a long overdue reform of FE, it is also relevant for vocational training, especially since various management failures in FÁS have come to light. Vocational training in Scotland is performing well and is mainly provided in the FE colleges in cooperation with strategic planning bodies called Sector Skills Councils who identify skills shortages in their sectors.

It's possible that this reform could progress without the participation of the Institutes of Technology but I think there's a strong case for not proceeding without them. Some of the Institutes have already applied for university status. Left to their own devices they will evolve into universities in the way the UK polytechnics did, giving us a new tier of ersatz universities instead of what industry needs: a system of first rate science and technology colleges focussed on career preparation. The Institutes are the natural leaders of the sector; they have already developed links with employers that could set the mould for the sector as a whole.

## First Principles

Before looking at the Scottish system it is instructive to reflect on the viewpoint from which it should be judged. There's plenty of options: we could view it from the perspective of ourselves as teachers, or of the TUI, or of the FE Colleges, or the



SENIOR COLLEGE DUN LAOGHAIRE

VECs, or FÁS, or the student body. In my view, all of these perspectives are necessarily sectional, and consequently unlikely to advance the debate. Better to look to first principles: what is best for helping learners to achieve their goals in accordance with the best modern educational thinking; and what is best for the economic and social development of society in the long term.

The Scottish Executive is so proud of the contribution being made by the FE colleges to economic development, they commissioned an interesting research project in 2006. The report from that project, *'Review of Scotland's Colleges: Unlocking Opportunity: The Difference Scotland's Colleges Make to Learners, the Economy and the Wider Society'*, demonstrated that for every £1 invested in the FE Colleges, the Scottish economy benefitted by £3.20, and that the net economic benefit of the colleges through improved qualification levels was £1.3 billion. That is an impressive statistic.

### The Scottish System

The structure of higher education in Scotland is straightforward: there are twenty independent universities and forty three self-governing colleges of further education. Together this sector received £1.7 billion public funding in 2009/10, of which £655 million (36%) went to the colleges and 1.14 billion (64%) to the universities. A factual summary of the system can be found at: <http://www.scotlandscollages.ac.uk/policy/library/policy-and-briefings.html> then click Key Facts 2009.pdf.)

The specialist bodies providing a service to the FE colleges include: a policy and development agency with a staff of forty, 'Scotland's Colleges'; the Scottish Funding Council; Sector Skills Councils; the Scottish Council for Educational Technology; and the Scottish Qualifications Authority. The advantage of this structure is that all parts of the system are unified and all get the benefit of the same funding administration, research, marketing, policy review, technical advice etc; it is a case of the sum being greater than the combination of individual parts.



SENIOR COLLEGE DUN LAOGHAIRE STUDENTS

### Links with Employers

But the real attraction of the Scottish system is the extent of collaboration with employers. Forty-two of the forty-three colleges derive substantial annual revenue from services provided to employers: twelve colleges earn more than £1 million per year, two earn over £3 million per year. The technical term used to describe this aspect of college activity is knowledge transfer (KT) and its chief forms are: non-bespoke continuing professional development (CPD), bespoke CPD, training projects consultancy, non-training projects consultancy, research and development contracts, intellectual property, and business development. These services are currently provided to thousands of companies in Scotland.

KT is so important to the colleges that most of them have developed dedicated Business Centres. Apart from obvious gains like better improved employment prospects for students, professional development for teachers, more meaningful teaching and learning, knowledge transfer to industry, and additional revenue for the colleges, there are unforeseen developments taking place like successful companies being formed by students while at college. To appreciate the strength of KT it is worth checking out a

website called:

[www.scotlandscollagesmeanbusiness.com](http://www.scotlandscollagesmeanbusiness.com) where a resource vault contains thirty six videos of interviews with satisfied employers.

For teachers there would be disadvantages as well as advantages to adopting the Scottish system; we would require the union to defend our current benefits as much as possible in any reform. But the questions at issue are bigger than the interests of any sectional interest. I noticed that the turnover rate for teachers in the FE colleges in Scotland was exceptionally low (2.4%) and a survey of FE teachers conducted for the Scottish Trades Union Congress concluded that the vast majority "are satisfied, motivated and unlikely to leave the sector. They are strong advocates for their institutions and the work they do".

Educational reform, actively supported by TUI, has played a part in economic recovery in the past. Aspects of the Scottish FE model could undoubtedly improve the service we deliver. At the very least this reform deserves debate and further investigation.

Dave Alvey is currently studying for a Masters in Economic Policy Studies at TCD.

**Do you have an opinion on any aspect of Irish education? This is your magazine and we would be happy to publish any suitable articles in a future issue of TUI News. Please email [president@tui.ie](mailto:president@tui.ie) to outline details of a piece you would be interested in writing.**

# Meeting of Higher Education Unions – North and South

At the suggestion of the UCU, a joint UCU, TUI and IFUT meeting was held on 6th October with the purpose of comparing and considering the challenges facing higher education, North and South.

Issues discussed included

## Cuts in government Funding In Response to Financial Deficits

In the North a range of cuts has been signalled by Government. It is expected that over the lifetime of the current parliament cuts in the region of 25% will be applied to the public sector (that is approx. 6% per annum). As a consequence, job security is under increasing threat. From a student's perspective there are larger numbers in classes and a diminished quality of service as a consequence. In the Further Ed. Sector there is evidence that some services are being franchised out which is creating a risk to jobs. Existing early retirement schemes are also coming under significant pressure.

In the south the combination of direct pay cuts and disguised pay cuts have resulted in reductions of up to 20% in take home salary. The increasing mismatch between student numbers (which are growing rapidly) and resources (which are diminishing) has resulted in attenuated service to students. Of particular concern is the absence of any alternative vision from senior management in higher education which has, to a significant degree, participated in the demonisation of public sector workers, not least by misrepresenting in the media particular conditions of lecturers.

The relentless media campaign to re-



TUI PRESIDENT BERNIE RUANE AT JOINT TUI, IFUT AND UCU MEETING ON OCTOBER 6TH

impose fees was also raised and it was pointed out that, contrary to the expectation of the naive, the imposition of fees will not augment the budgets of HEIs as, almost certainly, Government funding of HEIs will be reduced by at least the amount gathered in fees.

The threat to the integrity of current pension arrangements is a further matter of concern. In particular the movement to a career average will represent a serious deterioration in the conditions of new entrants to the public service. Reference was also made to the failure to date by Government to utilise taxation as an instrument to achieve fairness.

## Contract Researchers

It was reported that, north and south, the steep reduction in funding will result in a

catastrophic reduction in the number of contract research staff. Exacerbating this attrition is the importation of what is termed "the full economic cost model" which is already in use in northern HEIs. In both jurisdictions the position of contract researchers is tenuous and is almost invariably linked by management to the continuation of external funding streams.

## Legislation / disputes resolution machinery

It was noted that in respect of Fixed Term working, the legislation North and South is broadly similar. It was also noted that, in effect, under the ECF in the south, appointments (with very few exceptions) are now required to be on a Fixed Term basis. If all appointments are Fixed Term this effectively constitutes a challenge to

the EU Directive which does not leave it open to employers to make a blanket decision regarding a full category of employee and which requires the employer to have regard to the circumstances of the particular job

### Cross-border Student Traffic

The unions agreed that there is a very significant information deficit at present in regard to the cross-border movement of students and that comprehensive data is urgently required. The portability of qualifications, the implications of mooted changes (North or South) in fee structures and the desirability of facilitating, to the greatest extent possible, the mobility of students (as envisaged by the European Commission and by the Bologna process) were among the issues considered in this regard.

### Transferability of Pensions

This has been a matter of concern for many years. It was noted that discussions in respect of this matter are ongoing .

### Academic freedom

A trend has been detected towards demands by management for individual research plans that are consistent with the overall strategic plan of the particular Higher Education institution.



TUI AREA 17 REPRESENTATIVE GILLIAN QUINLAN AND AREA 18 REPRESENTATIVE DERMOT DUFFY AT JOINT MEETING

There is also, in some institutions, an attempt to insist on publication of research papers in particular identified publications. This appears to relate to the imposition of full economic costing, as a consequence of which lecturers are now expected to generate alternative sources of income to compensate for cuts in the exchequer contribution to the HEIs. The unions agreed that these tendencies, individually and combined, are having a distorting effect on research and are funnelling research into a few disciplines to the exclusion of the broader range of disciplines. A further consequence is that, whether ideologically driven or not, the

privatisation of higher education is gathering pace.

### Decisions

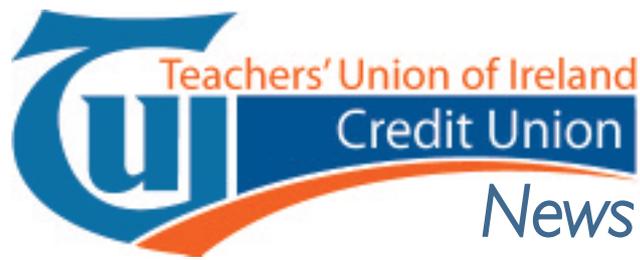
It was agreed that the unions will establish structures to share relevant information and will comment collectively, where appropriate, on matters of common interest. A further meeting of the three unions will be held before the end of the academic year. It was also decided that the further education union members would meet with the TUI with a view to setting up joint FE activities.

## Attention Transition Year Co-Ordinators/Gaisce PALS

Gaisce, the President's Award is undertaking research into the positive psychological effects of participation in the award. Gaisce would like all Bronze Award participants to complete online questionnaires at the start and finish of

the Gaisce Bronze Award Programme. All necessary research participant information has been forwarded to every school. Your help and assistance with the research is gratefully appreciated and vital to the continued

success of Gaisce. For further information, please contact Gaisce head office at tel. 01 617 1999 [www.gaisce.ie](http://www.gaisce.ie)



## Come in from the cold

*(Win a Christmas Hamper which includes 32" Flat screen TV)*

TUI Credit Union invites TUI members to "come in from the cold" and join today. Not alone is the weather cold out there but the Banks are cold to people who are looking for a loan. Come into the warmth of the TUI Credit Union and join in the fellowship of your TUI colleagues who are already members. We will help you to save through deduction at source from your pay. Our standard Loan Rate is 7.59% APR. To show how warm we are if you join the TUI Credit Union between 1st November and the 10th December then you are in with a chance to win a fabulous Christmas Hamper which includes a 32" Flat screen TV.

(Download membership forms from our website [www.tuicu.ie](http://www.tuicu.ie) or Phone Dublin 014266060. Outside Dublin 1850741600.) Terms and conditions will apply.

### Mugs

We are not referring to the poor Mugs who are paying high interest Rates on their Loans to Banks, Credit Card Companies, and other financial institutions but to the kind that you can drink from. We have specially designed TUI Credit Union Mugs and if you would like them for your tea and coffee in your staffroom please let us know and we will do our best to get them to you. By the way, if you know any of the other type let them know that the TUI Credit Union charge only 7.59% APR interest on their standard loan.

## Limited Members Draw Results

**October:** 1st Prize €1500  
Mary Allsopp of Co Dublin  
2nd Prize €1000  
Hilary Dowling Long of  
Co Roscommon  
3rd Prize €500  
Tom Duffy of Dublin

**September:** 1st Prize €1500  
Niall Kelly Galway  
2nd Prize €1000  
Nuala Breen Cork  
3rd Prize €500  
Moira Craven Co. Kildare

There will be a special draw for a car at the AGM in a few weeks time. All TUI Credit Union members can apply for membership and pay only €5 a month to be in with a chance.

## Minister announces restructuring of VEC system

The Tánaiste and Minister for Education and Skills, Ms. Mary Coughlan, TD, has announced a restructuring of the Vocational Education Committee system, involving a reduction in the number of VECs from 33 to 16 through the merger of existing VECs.

It is not clear when the restructuring will be implemented.

### Detail of the sixteen revised VEC areas are as follows:

- Co. Dublin and Dun Laoghaire
- City of Dublin
- City of Galway and Co. Galway
- City of Cork
- Co. Cork
- City of Limerick, Co. Limerick and Co. Kerry
- City of Waterford, Co. Waterford and Tipperary South Riding
- Donegal
- Wexford and Wicklow
- Carlow, Kilkenny and Kildare
- Laois, Offaly and Westmeath
- Louth and Meath
- Cavan and Monaghan
- Mayo and Sligo
- Leitrim, Roscommon and Longford
- Clare and Tipperary North Riding

## Design and Communication Graphics

Design and Communication Graphics (previously Technical Drawing) was examined for the first time in the Leaving Cert 2009. In its third year of implementation a number of teachers have raised issues around the workload attached to the project work (for students and teachers). Let us know your views which the TUI will then feed into any review of the implementation of Design and Communication Graphics in the Senior Cycle.

Send your comments to Bernie Judge, Education and Research Officer at [bjudge@tui.ie](mailto:bjudge@tui.ie) or [showard@tui.ie](mailto:showard@tui.ie)

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

*Solutions to last months crossword on page 12*

**Only one entry per member.**  
Photocopies can be submitted.

Name \_\_\_\_\_

Workplace \_\_\_\_\_

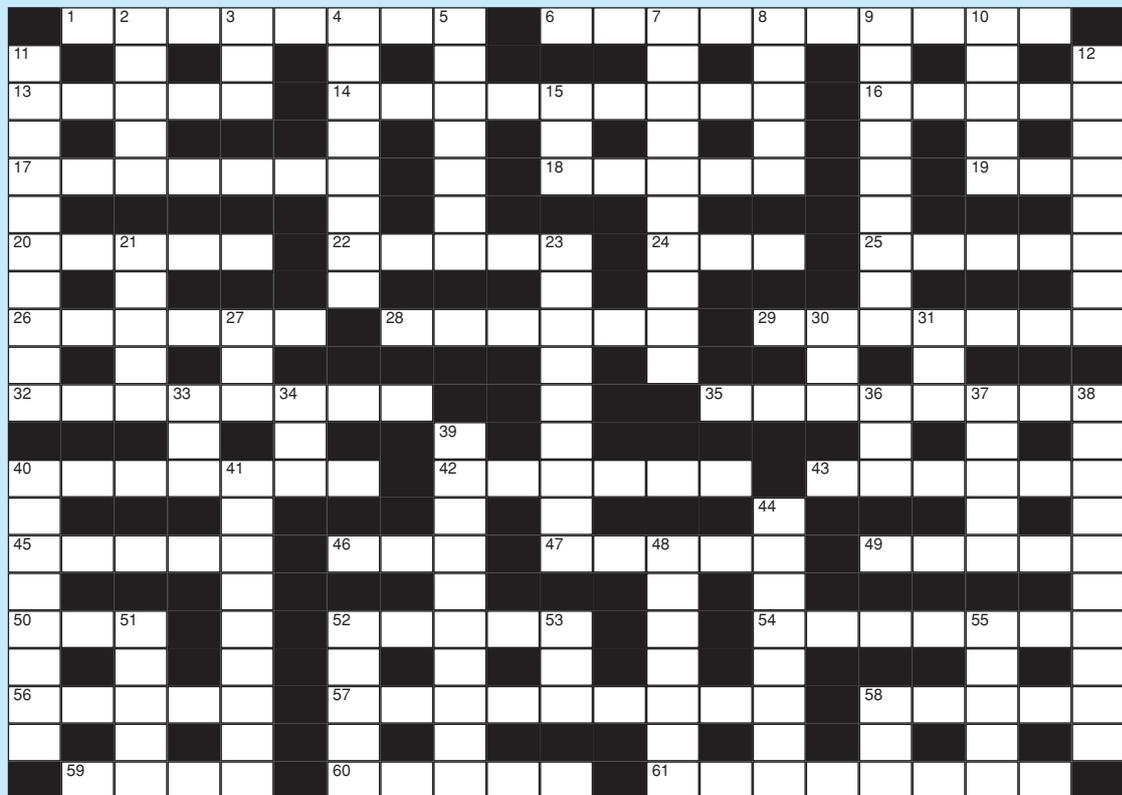
Address \_\_\_\_\_

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

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

Send entries to TUI  
Crossword Oct 10, TUI, 73  
Orwell Rd, Rathgar, Dublin 6

Closing date for entries:  
December 15th, 2010



### ACROSS

- 1 Breed of pig famous for its ginger hair (8)
- 6 The \_\_\_\_\_ and the Butterfly - book and film about Jean-Dominique Bauby (6,4)
- 13 1979 Ridley Scott film starring Sigourney Weaver (5)
- 14 Not in accordance with the moral standards in a business or professional relationship (9)
- 16 \_\_\_\_\_ Baggins, main character in The Hobbit (5)
- 17 Longest river in Asia (7)
- 18 Container in which milk or cream is shaken to form butter (5)
- 19 Aluminium container for beverage (3)
- 20 A preparation of tarred fibre used in shipbuilding (5)
- 22 Gene Pitney was 24 hours away from here (5)
- 24 Sea god in Irish mythology (3)
- 25 a former county, duchy and province in the Loire Valley of France (5)
- 26 Award-winning American television drama (3, 3)
- 28 Identity, Supremacy, Ultimatum (6)
- 29 Decubitus ulcer (3, 4)
- 32 Russia's greatest love machine, according to the Boney M song. (8)
- 35 Irish town, home of recent pumpkin festival (8)
- 40 Japanese martial art (7)
- 42 He was The Godfather (6)
- 43 Old-fashioned; hackneyed. (3-3)

- 45 The eighteenth letter of the Greek alphabet (5)
- 46 One of a pair of long narrow strips of wood etc that are attached to the feet for gliding over snow, water etc. (3)
- 47 Spanish sir (5)
- 49 Breakfast on \_\_\_\_\_, 1998 novel by Patrick McCabe (5)
- 50 Hit a ball in a high arc (3)
- 52 Does not succeed (5)
- 54 Early 20th century artistic and design style, originated in Paris (3,4)
- 56 Unclothed (5)
- 57 Fish also known as Pterophyllum (9)
- 58 The meaty, savoury taste (5)
- 59 Norse god. (4)
- 60 Glasgow's river (5)
- 61 Surname of the youngest Beatle (8)

### DOWN

- 2 Of, relating to, or characteristic of birds (5)
- 3 Unnaturally pale (3)
- 4 Gambling game with rotating disk (8)
- 5 Paying close attention (7)
- 7 Traditionally a person who sells food or other provisions (10)
- 8 Generic designation for a family of synthetic polymers first produced by DuPont in 1935 (5)
- 9 Small piano (4,5)
- 10 the colour of the plant Syringa (5)
- 11 Person born directly after World War II (4,6)

- 12 Voted Ireland's Greatest Person in 2010 (8)
- 15 Ad \_\_\_\_ - concerned or dealing with a specific subject, purpose, or end (3)
- 21 Acclaim or praise for exceptional achievement (5)
- 23 West Germanic language, mainly spoken in South Africa and Namibia (9)
- 27 French water (3)
- 30 To \_\_\_\_ is human, to forgive, divine (3)
- 31 Short-lived Chinese dynasty, 6th century (3)
- 33 A Hawaiian dish made of the root of the taro baked, pounded to a paste, and fermented (3)
- 34 Frank McCourt book, sequel to Angela's Ashes (3)
- 36 Solid, jelly-like material (3)
- 37 First prime minister of India (5)
- 38 Of enormous magnitude; immense (10)
- 39 Helpfully, accommodating-ly (10)
- 40 Push, elbow, or bump against (someone) roughly (8)
- 41 Green outdoor space for consumption of boiled leafy beverage. (3,6)
- 44 Son of a \_\_\_\_\_ Man - Dusty Springfield (8)
- 48 To sustain with food or nutriment (7)
- 51 Cooked by dry heat (5)
- 52 Old French currency (5)
- 53 Roman god of the sun (3)
- 55 The muse of love poetry (5)
- 58 Submachine gun, originated in Israel. (3)



Earlier this year a number of organisations including the Irish Congress of Trade Unions, Is Feidir Linn, the Environmental Pillar of Social Partnership, the Community Platform, Social Justice Ireland and TASC began a series of meetings to explore how best to cooperate and coordinate endeavours for a more equal, inclusive and sustainable Ireland.

From this beginning, Claiming Our Future evolved. Not a political party, it went on to include many different organisations such as trade unions, environmental groups, community groups, migrant worker organisations, youth groups, older people's organisations, cultural groups, student groups, developing world groups, rural networks, women's organisations, disability groups, social media and social justice organisations.

An event was held on 30th October at which over 1,000 people came together to address the type of society we wish to see. The event was a facilitated event with 100 tables discussing the issues in a structured way and feeding views into a central point.

As a result of this a number of values for a society were identified and a number of policy statements were prioritised.

#### Values

- Equality
- Environmental Sustainability
- Accountability
- Participation
- Solidarity

#### Making the Economy work for the People – Economy and environment.

- Change the current development model and define and measure progress in a balanced way that stresses economic security and social and environmental sustainability.
- Regulate banking to change the culture from one of speculative banking to one where currently state-owned banks and new local banking models focus on guaranteeing credit to local enterprises and communities.

#### Making the Economy work for the People – Income, Wealth and Work.

- Achieve greater income equality and reduce poverty through wage, tax and income policies that support maximum and minimum income thresholds.
- Prioritise high levels of decent employment with a stimulus package to maximise job creation in a green/social economy.

#### Reforming our State to work for the People – Governance.

- Reform representative political institutions to enhance accountability, equality, capacity, and efficiency of national and local decision makers.
- Develop participatory/deliberative forms of citizens' engagement in public governance and enhance democratic participation by fostering the advocacy role of civil society orgs, civics/ethics education in all school levels and a diverse media

#### Reforming our State to work for the People – Access to Services and Public Sector Renewal.

- Provide universal access to quality healthcare, childcare and services for older people.
- Invest in equality in access to and participation in all levels of education (preschool to university).

The organisers will use suggestions made for future action in the determination to maintain momentum in this movement.

For further information or to support the movement at <http://www.claimingourfuture.ie>

TUI members in Abbey Community College pictured at the recent 10th anniversary celebrations attended by TUI President Bernie Ruane. Abbey Community College was the amalgamation of Slieverue Vocational School, Co Kilkenny and S.H.M. Secondary School, Ferrybank, Waterford. The school was built on a greenfield site with 350 students, it now has 645.



Front row (l-r) Eoin McCormack, Eleanor Parks (Co Kilkenny Branch Secretary), Bernie Ruane, TUI President, Ann Marie O'Doherty, Terence Cahill (Abbey CCTUI Representative)

Back row (l-r) Matt Kenny, Eleanor Ui Cathain, Paul Durnan, Linda Cummins, Laura Fitzpatrick (Co Kilkenny Branch Assistant Secretary), Robbie O'Keeffe, Caroline Mullins, Evette Cody, Tammy Laphorne

# Curriculum change requires appropriate resourcing

In a presentation to the Joint Oireachtas Committee on Education and Skills on curriculum reform last month, a TUI delegation affirmed that in the current economic climate all focus must be on maintaining the education system to ensure stability and confidence.

“In terms of the implementation of new syllabi, Engineering Technology, Construction Studies, Art and Music have had their introduction frozen indefinitely,” Peter MacMenamin said. “This delay is both counterproductive and restrictive.”

“ICT facilities in schools remain at best piecemeal and at worst completely unequal. Some schools have good

facilities with access in many or all classrooms while others are restricted to some classrooms and subjects. Investment in software is low and there’s insufficient technical support at local level, increasingly so as a result of the loss of posts of responsibility.”

Mr MacMenamin said that if we are serious about developing the smart economy, a minimum basic standard is required. This may necessitate resources being heavily weighted in favour of some schools to enable all to reach this level in the short term. A similar picture emerges for library, science and language facilities. Ireland lags behind other countries in these areas but case for investment escalates

if real reform or modernisation of teaching and learning is on the agenda.

“Ideas about change at Junior Cycle currently under discussion are of huge importance and we have a duty as educators and policy makers to consider what may be positive change,” he stated. “However, there must be a realisation that real change will require appropriate resourcing and the limbo that many agreed syllabi remain in should be a cautionary tale in this regard.”

Mr MacMenamin concluded that the twin principles of equity and equality of outcome must underpin any developments in this area.

## EARLY-DRIVE

SAFETY FROM THE START

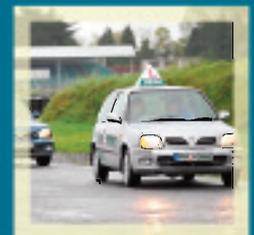
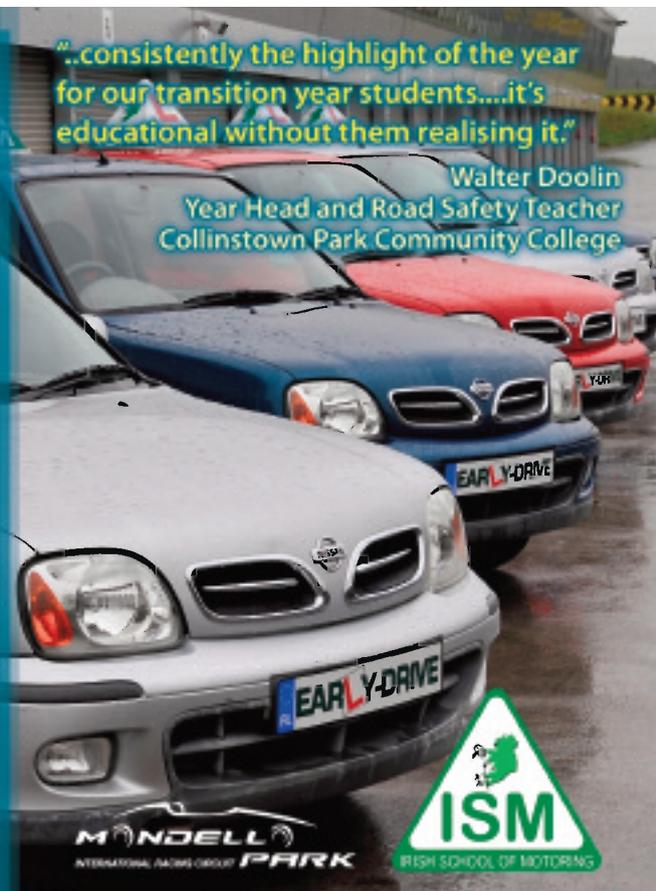
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Walter Doolin  
Year Head and Road Safety Teacher  
Collinstown Park Community College



## Patrick E (Eddie) Tubridy – an appreciation

Eddie, who came from west Clare near the town of Kilrush, began his career teaching Woodwork and Technical Drawing with Co Offaly VEC. In 1958, he was employed by Co Kildare VEC and taught in Athy where he later became Vice Principal and served in this capacity until his retirement in 1987.

As a teacher, Eddie was well ahead of his time. Long before the phrase 'positive discipline' was invented, he never missed an opportunity to praise and encourage his students, always seeking the best in them. His students remember a kind, patient man, a great storyteller and also a great listener. He was a very committed teacher who was very approachable and accessible.

Eddie was also very involved in the community and was the unofficial 'home school community liaison teacher' visiting homes especially in times of trouble. He was highly respected in the town of Athy and had a great relationship with the business community where he often secured employment for his past pupils. His interest in his students never ceased and he would continue to offer help and advice long after they left school.

Eddie was a man of very deep Christian faith, which influenced the way he lived. He was a very devoted man and loved nature and gardening. But the tide of time came in for Eddie and he was laid to rest in his adopted town of Athy. His friends and colleagues in Athy would like to



extend their sincere sympathies to his wife Phil, his son Conor, his daughters Maire, Grainne and Fionnuala and their families.

Ar dheis Dé go raibh a anam dilis.

## Margaret (Mags Byrne) – an appreciation

A few weeks ago there was an evening for Francophiles in a restaurant in Howth. There was French conversation, French food, Edith Piaf and Jacques Brel. One long table was more sober than the rest because they were there to remember their dear friend who had suddenly been taken from them a couple of weeks before and who would have enjoyed this night more than any of them.

Mags Byrne had a great sense of occasion. It was she who introduced many of us to Brel and Piaf and there are countless tales of Mags singing into the small hours of the morning in French and English. Who could forget her warbling to the tune of 'Show me

the way to go home' 'Indicate to me the way to my abode ...' or her 'Three Little Maids from School'? She was a Gilbert & Sullivan enthusiast.

Theatre was one of her passions - she was an avid theatre goer. Her attendance at the Dublin Theatre Festival was planned with the precision of a military campaign. Her meticulous research and planning and her attention to detail in the execution of those plans were hallmarks of her character.

Born in Churchtown, Dublin in 1955, Mags Byrne, as she was affectionately known to her friends (also Maighréad and Margaret), took her political



energies from her grandfather Alfie Byrne, the famous Lord Mayor of Dublin and independent TD. We had all heard stories from Mags about Alfie but few of us knew that her father was a Fine Gael TD, as was her uncle. This political background can help explain her uncompromising commitment to equality and social justice.

In UCD Mags got a double first in French and History and went on to do a master's in French. Her thesis was on the French revolutionary Babeuf, its title "The Conspiracy of Equals during the French Revolution" meant that again Mags was ahead of her time in her choice of subject matter.

Mags began her teaching career in 1977 in Greendale Community School, Kilbarrack, Dublin, now famous for having produced teacher — and indeed student — playwrights and novelists. Only her colleagues knew that often, Mags was the helper in the wings for many projects engaged in by these teachers; she always refused to go to front of stage to take that bow. Self-effacement and modesty were also hallmarks of Mags Byrne.

After her funeral, friends who had gathered in Howth to remember Mags were told by Greendale Principal Emeritus Anton Carroll that when Mags was a young teacher, Greendale had a subject inspection in French. The inspectors reported back to Anton that they had been in the classroom of the best French teacher they had come across. The result was that Mags was seconded to the Department of Education when she co-authored the French textbook *Salut* with Joe Shields and Isabelle Fortanier which was to be used all over the country for so many years in the education of young people.

Mags cared about young people and this was evidenced by the huge efforts she made to ensure that her students realised their potential. She cared not just about their results but about their welfare and happiness. She regularly spent long hours in discussion with students to help them resolve personal and academic issues and gave

willingly of her time to promote extra-curricular activities.

One of the last Greendale events in which Mags was involved was a Co-Operation North project. With her TY students, she went to Belfast where a presentation was made to her by the Lord Mayor of Belfast in the Council Chambers.

Mags was a proud TUI member. She attended every Congress while she was an active teacher. Her sharp intellect and understated wisdom usually came to the rescue when others had exhausted their repartee; she had the ability to get to the heart of the matter and pronounce wisely and with a quiet authority.

Mags could be headstrong because she was always reluctant to settle for less. However, her tenacity came to her aid when she met with life's adversities. Her courage, determination and ability always to put one foot in front of the other — as she often described it herself — were an inspiration to all of us.

Mags was extremely proud of, and committed to her family. Her mother Carmel died a mere six months ago and up to then Mags devoted every Sunday to the trip to Churchtown. She has one sister, Catherine, living in Alaska, whom she loved to tell us about. Mags was inordinately proud of Catherine and was especially overjoyed when Jane entered the life of Catherine and her husband Shaun. Indeed one of the things she did on her last holiday, where she got ill, was to buy a gift of a book for Jane.

When Mags took early retirement from teaching, many of us worried about her. We needn't have. Soon she had carved out a new life for herself:

the gym and swimming became staples in her life; her lifelong interest in the theatre continued with renewed vigour; and her teaching instinct found a niche in NALA (National Adult Literacy Association) and Larkin College.

Some of her students were at her funeral and one recalled how she had been trained on Mags' videos in UCD, later to find herself in Mags' class in Greendale observing the master teacher. She described Mags as 'the best friend anyone could have' and so say all of us.

Mags' final act had a wonderfully mischievous touch: she managed to get her friends - of all religious persuasions and none - to attend three ceremonies: the ceremony to offer Butter Lamps in her honour in Kagyu Samye Dzong Dublin (Tibetan Buddhist Mediation Centre for World Peace and Health), Inchicore, on the Tuesday and the following day the Eucharistic Service of Praise and Thanksgiving in All Saints' Church of Ireland Raheny, followed by prayers at Glasnevin Crematorium Chapel.

We were left with an idea of the peace Mags had attained in recent years. She had been searching for the spiritual answer for many years. She did indeed find it.

May the memory of Mags' commitment to human rights and equality, and her dogged and successful search for a meaning in life, help to sustain Catherine, Shaun, Jane, her cousin and good friend Paul and her many friends.

May her gentle soul rest in peace.

# National Branch Organiser Update

The work carried out by the Branch Organiser to date has focused on three main areas:

- **Workplace Committees**  
(Recommendations 1 – 7 of SRG Report)
  - o attending AGMs advising of the recommendations
  - o delivering training on setting up and organising these committees throughout the country
- **Technology Working Group**  
(Recommendation 42 of the SRG Report)
  - o convening meetings and carrying out interim work arising
- **Structures Review Group**  
which has been requested to examine the implementation of a number of the recommendations of the SRG Report
  - o convening meetings and carrying out interim work arising

## Workplace Committees

The General Secretary, Peter MacMenamin, sent a letter on 11th October to Executive Committee members, to Branch Officers and to Workplace Reps on the establishment of the Workplace Committees, as recommended in the report of the 'Structures Review Group'. A brochure on Workplace Committees was subsequently e-mailed and also sent in hard copy to all of the above members. The Branch Organiser, Íde Ní Fhaoláin, has, since that date, attended a number of Branch AGMs and will continue to attend AGMs during the month of November, to elaborate on the idea of Workplace Committees. It was agreed at those meetings that training on setting up and running the Workplace

Committees would be offered to School Reps by the Branch Organiser in a number of those Branches; this tranch of work will be ongoing up to Christmas. Íde will continue to deliver training during the year throughout the country; if any Branches specifically wish to avail of this training, please contact her at [inifhaolain@tui.ie](mailto:inifhaolain@tui.ie) or contact Cathy Glavey at [cglavey@tui.ie](mailto:cglavey@tui.ie) or contact her at 01 4922588.



## Implementation of Additional Recommendations of SRG Report

In addition to the above work, responsibility for determining how the remainder of the recommendations of the Structures Review Group (SRG) might be implemented is currently being looked at by the Organisation and Training Sub committee. Some of these additional recommendations have been assigned to two of its sub committees, the 'Technology Working Group' (TWG) and the 'Structures Review Group' (SRG); both groups are comprised of members of the Executive Committee, other TUI members and Head Office Officials.

### The 'Technology Working Group' (TWG)

was set up to consider Recommendation 42 of the SRG Report and held its first meeting on the 11th October 2010; the next meeting of the group will be held on the 2nd November 2010. Its brief is to examine cost-effective ways to update the technology available in TUI Head Office, that will enhance the flow of information and of communications to and from all members of the TUI. A number of other recommendations have been specifically assigned to the 'Structures Review Group' (SRG), which will hold its first meeting on the 5th November 2010.

When the above work of the Organisation and Training Sub-Committee is complete, it will report to the Executive Committee, by which final decisions will be taken with regard to the implementation of its findings and deliberations.

### Clarification:

*One of the Workplace Committee Reps will act as the School Rep, who will be a member of the Branch Committee and will also be designated to receive all documentation including ballots from Head Office; the name of this person, along with e-mail address and mobile phone number, should be notified directly or through the Branch, to Head Office.*

# Equality News

## Meeting with the Minister for Equality

An ICTU delegation which included representatives from the teacher unions met recently with Minister Mary White, the Minister for Equality. The delegation included TUI Deputy General Secretary Annette Dolan.

The main purpose of the meeting was to discuss the resolution which was passed at the ICTU Biennial Conference Concerning the removal of section 37.1 of the Employment Equality Act.

Section 37.1 of the Employment Equality Act permits religious run institutions (including schools and hospitals) to discriminate on the religious ground in order to maintain their ethos.

One of the key priorities of the TUI Lesbian/Gay/Bisexual / Transgender (LGBT) network is the removal of section 37.1 of the Employment equality Act. Members of the TUI LGBT network state that LGBT teachers who are employed in schools with religious trustees feel vulnerable and are afraid that if they come out that they will be discriminated against in the context of non- renewal of fixed term contracts, failure to offer CIDS or permanent contracts and failure to be promoted to management positions.

While Minister White stated that the Government had no plans to remove section 37.1 of the Employment Equality Act, she indicated her willingness and intention to meet with and consult with the relevant stakeholders in order to assess the impact of section 37.1 on LGBT teachers.

The ICTU delegation requested that the Minister would consult with Minister Dara Calleary, the Minister for Labour Affairs concerning the drawing up of a Code of Practice for employees in religious run schools and hospitals. The Ministers undertook to revert to ICTU on this proposal.

## Show Racism Creative Competition 2011

Show Racism the Red Card is inviting second level schools and Youthreach centres to participate in a creative anti-racism competition.

Teachers are requested to register online at [www.theredcard.ie](http://www.theredcard.ie) in the first instance in order that students in the school/centre can participate in the competition.

Students can demonstrate their creativity in their anti-racism campaigns in a variety of art forms including written, visual or audio visual formats.

For more information log onto [www.theredcard.ie](http://www.theredcard.ie)

## Informal Social Event for the TUI LGBT Network

**Not a meeting!**

**Not a discussion!**

**Not a table quiz!**

**Just a few drinks, tasty food, great conversation and of course good fun!**

A pre-Christmas social event will be held on Thursday December 2nd 2010 at 8pm at a Dublin 8 venue. Please email Damien Wedge ([wdwedge@yahoo.co.uk](mailto:wdwedge@yahoo.co.uk)) who is a member of the TUI LGBT network for venue details.

## Training for Equality Officers

A training session for those elected as the Equality Officer for their respective branches will take place in TUI Head Office on Wednesday 15th of December at 10am. The training session will focus in particular on the role of the TUI Equality Officer within the branch and the Union. Please contact [lconville@tui.ie](mailto:lconville@tui.ie) for further details.



## TUI Equality Council

The AGM and next General meeting of the TUI Equality Council will take place in TUI Head Office on Wednesday 15th of December at 2.30pm.

## ICTU Equality Conference 24th November

ICTU is hosting an Equality Conference on Wednesday 24th of November .

Speakers will include Richard Wilkinson, the author of "The Spirit Level, Why more equal societies almost always do better."

For further information please email [lconville@tui.ie](mailto:lconville@tui.ie)

## Global Solidarity

A Global Solidarity Forum for trade unionists was held recently by ICTU. Trade Union representatives from a wide range of Unions North and South of the Country discussed how unions can best develop our trade union solidarity work. There were presentations and discussions on a variety of issues including :

- The Clean Clothes campaign
- Climate Change
- The situation in Colombia
- The situation in Palestine and the Congress campaign for Boycott Divestment and Sanctions against the Israeli Government.
- Reports concerning Global Solidarity issues can be accessed on [www.ictu.ie](http://www.ictu.ie)

If you are interested in participating in a future ICTU Global Solidarity training course please email [lconville@tui.ie](mailto:lconville@tui.ie)

# Size of TUI's Annual Congress



TUI Congress has doubled in size over the last 20 years. This is not surprising as the Union has doubled in membership over that period. However, the size of Congress in terms of the number of delegates entitled to attend is causing problems in the location of suitable venues.

TUI is committed to following the ICTU 'Fair Hotels' Policy and, as a consequence, is committed to using fully unionised hotels. There are at present a total of six hotels that are fully unionised and that are capable of taking a TUI Congress. Of these six, five are in the Munster area and one in Castlebar and none in the rest of the country.

Therefore, Congress is restricted to these locations and cannot be brought to other locations in the country. This both imposes an unacceptable burden on those branches in the areas which have hotels capable of holding Congress as they are continually carrying the burden and responsibility of organising Congress. It also deprives other branches which have expressed the desire to organise a Congress from fulfilling that desire. Neither of these is desirable.

The solutions have been examined by the Executive Committee and the possibilities are limited.

- **Use non-hotel venues**

This has been considered and has been utilised for Special Congresses over

the years. Experience, however, shows that the level of organisation required for a Congress requires the significant experience of the hotel in question in running a conference and experience suggests that Congress would be both more difficult to organise and less well organised in a non-hotel venue.

- **Seat delegates theatre style**

Traditionally, TUI Congress has seated delegates classroom style, ie each delegate has a seat for the duration of Congress at a table. This clearly takes up significantly more space than theatre style which would not include tables and would mean that delegates would be sitting on chairs which would be set out in rows with no tables and no places for paper. This would incur significant discomfort for delegates and is not recommended. If, however, the Union were to organise Congress theatre style then a significant additional number of hotels could be utilised.

- **Reduce the number of delegates**

This has been resisted by Congress on a number of occasions. However, the delegate ratio of one delegate to 30 members is significantly out of line with most unions and is unsustainable as the Union continues to grow. It was perfectly adequate 20 years ago when the Union had less than 8,000 members. A change in the delegate ratio such as to maintain the

proportionality of representation between big branches and small branches would address the problem. It would, however, have potential for having less delegates from any given branch attending Congress. This, however, does not reflect the current situation which is that many branches do not send full delegations. Congress in Ennis last April was up to 80 delegates short of its potential. While some consideration can be given in planning to the expectation that there will be a less than full entitlement, in organising Congress we have to ensure that if all branches send their full delegations that they can be accommodated.

Of the above solutions to the Congress size issue, the Executive Committee is suggesting that discussions be held within branches and in workplaces to find the optimum solution. Clearly the issue has to be resolved and it continues to be the view of the Executive that the fairest and most equitable way of dealing with the problem is a rule change amending the delegate ratio while maintaining proportionality in the ratio between big and small branches.

Branches are asked to give consideration to this issue with a view to a fuller discussion on the matter at the forthcoming Congress in Tralee.

# What is a grievance?

## What do you do if you have one?

A grievance is a complaint you have about your employment, working environment or professional working relationships. The new *Unions/IVEA Grievance Procedure for Staff employed by Vocational Education Committees* allows for such complaints to be processed. The procedure, negotiated at the Unions/IVEA Consultative Forum, has now been formally adopted by Vocational Education Committees in recent months. The new procedure supersedes any local procedures previously in place.

The Grievance Procedure is available to a staff member or group of members who wish to make a complaint “concerning any aspect of his/her/their employment, working environment or working relationships”. There are a limited number of exclusions from this broad, new definition: claims in respect of general pay and conditions (which are negotiated centrally), complaints of bullying (which are processed through the agreed Code of Practice, 2006), matters which are subject to legal proceedings, anonymous complaints and a number of other matters, specified in the Grievance Procedure, are excluded from processing through the procedure.

The new procedure has a strong focus on informal resolution of grievances: it is envisaged that most routine complaints will be resolved on an informal basis without using the formal stages of the procedure i.e. both parties sitting down together and finding a mutually acceptable solution. School/workplace Representatives can assist members in the informal resolution of grievances. The informal process is without prejudice to the right of any staff member, or group of members, to invoke the Formal Procedure immediately and to process a grievance to finality.



Subject to the agreement of the parties to a grievance, independent, professional mediation from *Mediators' Institute of Ireland, Mediation Forum Ireland* or the *LRC Workplace Mediation Service* may be provided by a VEC to facilitate the informal resolution of a grievance. In the event that mediation is used, a professional mediator will hold a 3-4 structured sessions with the parties to the grievance with a view to achieving a resolution of the grievance. Any information disclosed in the course of mediation must remain with the mediation process. In the event that mediation is unsuccessful, the procedure can be re-invoked at the same stage with prejudice to the parties having engaged in the confidential mediation process. Mediation may also be provided at any stage of the formal procedure – in such instances, the processing of a grievance would be ‘put on hold’ pending the outcome to any mediation provided (which, of itself, is informal): in the event that mediation does not facilitate an agreed resolution of a grievance, the processing of the grievance would recommence and proceed through the formal stages.

The new formal procedure comprises 3 internal stages and an appeal (Stage 4) against the adjudication on a grievance by a CEO or his/her delegated officer. Such appeals will be heard by an independent officer, nominated by the Labour Relations Commission.

The timeframes for the processing of a grievance have been extended under the new procedure. The meeting provided for at Stage 1 should take place within 5 working days from the date of receipt by a Principal/Co-Ordinator/immediate supervisor of a written grievance from the TUI Representative. The meeting at Stage 2 should take place within 10 working days of the date of the Stage 1 meeting and the meeting at Stage 3 should take place within 10 working days of the Stage 2 meeting. Where there is *agreement* by all parties to some accommodation in timeframes, then – and only then – can the timeframes be altered. Save for the most extenuating circumstances, branches are advised to adhere strictly to the specified time limits. It is agreed also that an agreed statement of the outcome of all meetings is made. A draft statement is prepared by the recipient of a grievance at any of the formal stages for signing off by both parties.

Importantly, the new procedure provides for the establishment of agreed structures for consultation in each VEC workplace through which proposals for changes in working conditions or work practices affecting terms of employment of staff may be discussed prior to their proposed implementation. The procedure provides that “*in the absence of agreement about such proposals, both parties should maintain the status quo ante which refers to and describes the position*”

that obtained immediately prior to the decision/action/change that gave rise to the collective grievance involving the majority of staff affected by the proposed change”.

The principles under which grievances are processed are set out in the new procedure. Grievances will be processed in accordance with the principles of natural justice and fair procedures. Any queries or complaints in relation to the administration or operation of the procedure may be referred, through TUI, to the Unions' /IVEA Consultative Forum.

A national regime of training in respect of the Grievance Procedure has been provided by the Conciliation Service,

Labour Relations Commission in conjunction with TUI and IVEA. Training has also been provided by the TUI to the Executive Committee and to a number of branches.

Both unions and VECs are encouraged to promote awareness of the Grievance Procedure within VECs, through induction packs, staff notice boards, intranets, staff meetings, consultation fora, union publications and websites etc. The Grievance Procedure and supplementary explanatory documentation are available on the TUI website: [www.tui.ie](http://www.tui.ie). The supplementary documentation comprises a Memorandum of Understanding (to

support the operation of the procedure), a Management Checklist, a Frequently Asked Questions document and a workplace poster. This documentation was forwarded to VECs by IVEA on 9 September 2010 on behalf of the Unions'/IVEA Consultative Forum. School/workplace Representatives and Branch Officers are encouraged to consult this important explanatory documentation and to disseminate it widely amongst members.

Full documentation available in Agreements and Contracts section of Directives, Agreements and Contracts link on left hand menu of TUI website.

## National Council for Curriculum and Assessment (NCCA) committee vacancies

Each year a number of vacancies arise on NCCA Committees. It is important that the TUI always has its full complement of two representatives on these committees so that the views of practising teachers and the union are heard. Current vacancies are as follows:

### JUNIOR CYCLE COURSE COMMITTEES

Subject	Vacancies
English	1
German	1
Italian	1
Spanish	1
Geography	1
Music	1
Environmental & Social Studies	1
Materials Technology	1
Technology	1

### SENIOR CYCLE COURSE COMMITTEES

Subject	Vacancies
Agriculture Economics	1
French	2
Spanish	1
Biology	1
Technology	1
Applied Maths	1
<b>Board of Studies -</b>	
Subject	Vacancies
Social, Personal & Health Education	1
Review of Technology Ed	1

See the TUI website for an application form and details on the role and responsibilities involved. Nominations are normally made through local branches so watch out for correspondence which will arrive in schools/centres in the near future.

# Voice your opposition to the proposed worsening of pensions for teachers recruited in 2011

## How?

By encouraging as many as you can to come to the first public meeting organised by TUI, ASTI and INTO in the Clarion Hotel, Liffey Valley at 7.30pm on Tuesday 23rd of November 2010. A second meeting has been organised for the Silver Springs Hotel, Cork on Monday 13th of December at 7.30pm.

## Why?

The changes proposed by the Government are to calculate pensions on “career average” earnings rather than on final salary, increasing the public service retirement age to 66 and then to 68 and severing the link with the salaries of serving teachers. Under Government proposals any increases to pensions will be linked to the consumer price index. The three teacher unions (TUI, ASTI and INTO) launched a report (The Trident report) on the 4th of November 2010 which clearly shows that if the Government drives ahead to introduce legislation to change pension terms for new Public servants including teachers from 2011, teachers will pay more in contributions to the scheme than they will get out in pension benefits. The full text of the Trident report together with the press release is on the TUI website [www.tui.ie](http://www.tui.ie)

## Where did such a proposal for change come from?

The Minister for Finance announced in the Budget last December that: “The Government has decided to introduce a new single pension scheme for all new entrants to the public service. The legislation will be introduced in

*2010... The new scheme will bring public service pension terms more in line with private sector norms. Among other things, it will change the calculation of benefits so that pensions are based on “career average” earnings rather than final salary on retirement as at present. This will be more equitable than the present system which favours those with higher earnings later in their careers. The minimum pension age for new public servants will also be increased from 65 to 66 and then linked to increases in the state pension.”* (The state pension age will increase to 66 in 2014, 67 in 2021 and 68 in 2028)

## Lobbying

The three teacher unions have announced that they will work together on the following initiatives as the first steps in a campaign of opposition to a worsening of the pension provisions for new teachers from 2011 if the Government enacts its planned legislation:

- Political lobbying at a senior level in early November. To date meetings have been scheduled with all the opposition finance spokespersons, other key spokespersons and TDs.

The teacher unions will outline during the course of such lobbying that:

- Teachers and lecturers as public servants pay for their pensions and since the pension levy was introduced many public servants are paying a 14% contribution for their pensions.
- The current pension scheme is sustainable with the changes that have occurred in 1995 (integration with the State Pension) and in 2004 (standard retirement age of 65)
- The belief that the state has to

make a huge contribution to the pensions of public servants including teachers is a myth. At present with the pension levy a new teacher joining the current scheme at the age of 21 needs only a 3.4% (of salary) contribution from the state as employer to help fund pension costs. This is far less than the private sector average.

- There is no saving for the Government in the key period for public expenditure up to 2014 if they plough ahead to introduce a career average scheme for new entrants. Indeed there will be no saving until the first new 2011 entrant retires at the age of 68.
- The changes have not been agreed.
- The proposed new scheme from 2011 – moving to “career average”, later retirement and CPI linkage – mark a drastic disimprovement in retirement benefits for new teachers and public servants generally.
- The Trident Report says that the new scheme would result in a scheme pension of 26% of final salary after working 43 years, compared to 32% of pension for working 40 years at present (lump sum falls from 150% to 129%).
- One of the key findings in the Trident Report is that many new teachers will pay more into the scheme than they will get out of it. Trident tested the new proposals across various scenarios and the following profiles are among those which would pay more in than they would get out of the new scheme based on the reasonable assumptions set out in the report:



TUI'S PETER MACMENAMIN PICTURED WITH ASTI'S PAT KING AND INTO'S SHEILA NUNAN AT LAUNCH OF TRIDENT REPORT ON PENSIONS ON NOVEMBER 4TH

- a) age 21 joiner, no promotion, unbroken service;
- b) age 21 joiner, Special Duties post at age 40, unbroken service;
- c) age 25 joiner, no promotion, unbroken service;
- d) age 25 joiner, no promotion, 5 year career break.
- The value of promotion, especially in later career, would be reduced substantially in pension terms under the new scheme.
- This new scheme would be less generous than all private sector schemes and (actuarially) less valuable than no pension provision whatsoever.
- The Trident Report highlights that there are alternative approaches to managing costs, particularly to curbing the gains through final salary linkage for high earners on retirement. These include setting a maximum public service pension or a hybrid pension where final salary applies to a certain threshold.
- A new single career average pension scheme for all public servants will be complex to administer.

### Regional Meetings to Demonstrate opposition to the proposed changes

- A joint teacher union regional meeting will take place in the Clarion Hotel Liffey Valley on Tuesday 23rd of November at 7.30pm
- A second joint teacher union regional meeting will take place in the Silver Springs Hotel, Cork on Monday 13th of December at 7.30pm

### Further steps

Further steps will be announced shortly in the campaign of opposition to the introduction of a career average scheme for new entrants from 2011 in line with the resolution passed at the TUI Congress last Easter which instructed the Executive Committee to campaign vigorously to ensure the restoration of the pension scheme as prevailed prior to the changes.

## To Retire or not in 2010/2011?

Questions are being raised by members about the level of pension if retirement is in 2010 or 2011. The clarification below has been received from the Department of Education and Skills. There is of course no certainty in relation to any future changes in the position regarding the calculation of pension entitlements and in this regard it must be noted that the budget for 2011 will be announced on 7th December and we have no knowledge what this may contain. The present position is as follows:

***The present legal position provides that the pay cut made on 31 December 2009 is disregarded when calculating pension and lump sum entitlements, subject to retirement taking place before 31 December 2011. This position does not make any reference to specific grades of public servant.***

***The effect of this is that any person who was a public servant on 1 January 2010 and who retires no later than 31 December 2011 - irrespective of grade - will have their pension entitlements calculated by reference to their salary prior to the application of the January 2010 pay cut.***

# RMA News

Well, you heard it from the top - Brian Cowen has said "everyone is going to feel the pain." We can just pray that we feel it a little less. You saw that one thousand pensioners met in central London recently to protest at the cuts to pensions there. Maybe we have to take a cue from them, although I think we did better than that when they removed the medical card from us. You may also have seen that Mary O'Rourke has taken up the cudgel on our behalf so that's a start.

There was no pain when ninety of us met in The Brehon Hotel Killarney for our autumn break recently. The weather was beautiful, blue skies and lots of sunshine, I reckon it was the best weather in Killarney this year, and where is more beautiful than Killarney when the sun shines? On the first day we went to Glengarriff where one of our group went for a swim. Yes, he went for a swim in the sea at Glengarriff on 13th October- what a man! The drive to Glengarriff was magnificent. The large numbers we had we required two coaches and the drivers were very entertaining with many jokes referring to local places and events and a lot of history and local anecdotes. The scenery was breathtaking and the flora and fauna beautiful. From Glengarriff we went to Kenmare where we visited the Kenmare Lace Museum. We were given a talk there on the history of Kenmare Lace and afterwards we were given a



BRAVING THE ELEMENTS IN GLENGARRIFF

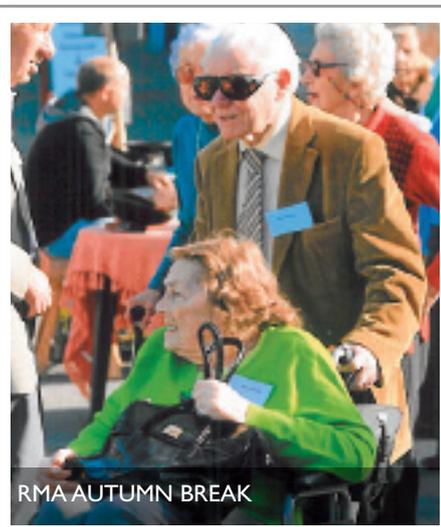
simple demonstration on lace making. The second day we did the Ring of Kerry, stopping in Derrynane House the home of Daniel O'Connell. There is a very impressive display of items related to his life and work including the chariot which was used to carry him through O'Connell Street, then Sackville Street to the acclaim of thousands of Dubliners. Later we visited Muckross House which is most impressive and the gardens are beautifully kept. The hotel looked after us really well and the food was great. Our next outing? Well, we are going to look at Harvey's Point in Donegal, so watch this space.

We have made a lot of progress on the Area meetings, we have chosen four Areas which will have a meeting early next year. The meetings will be advertised in the local papers and of course all our members will be informed in each Area. The idea will be to establish a committee in each Area which will organise the Area in terms of information relevant to pensioners and also social events. It will also be a conduit to the national committee regarding requirements for future development.

Union Vice President and RMA committee member Denis Magner encouraged all RMA members to attend our local TUI Branch meetings. Denis spoke of the wealth of experience and knowledge that retired members have

and this could be shared with current teachers. RMA members have the right to attend and speak at Branch meetings but not to vote on matters arising. I and some retired colleagues attended our Branch recently. It was very interesting and very relevant what with the pension issue so alive at the moment. However, it's not all sweetness and light for retired teachers and not all are appreciated for their experience and knowledge. I am aware of a retired teacher who visited his old school recently and was asked, indeed demanded by the Principal to leave the school building and grounds without any explanation given as to why. This teacher, who has only recently retired, was visiting his wife who also teaches in the same school. More about this later, but if anyone has a similar experience I would like to hear about it. This action runs totally contrary to the principle of inclusion and respect for the elderly and personally it is the first such incident I've ever heard of.

Responses to the survey are still coming in, the response has been terrific. As I mentioned last time the request for golf has been addressed and also the request for music with the Great Christmas Concert in the National Concert Hall. Other requests will be addressed by the Area Committee setup and also by giving information that is relevant to retired teachers. One example is the "Over 55 Holiday Offer." This is a travel



RMA AUTUMN BREAK

company “The Travel Broker” who specialise in holidays for the over 55’s and organise holidays with the discount from the Spanish Government. Their website is [www.travelbroker.ie](http://www.travelbroker.ie). Cornmarket are also willing to offer information to retired teachers on special deals for retirees and they will be making presentations at the Area meetings. With the threat that the Budget presents many people are looking for ways of reducing their overheads, well one way of doing it is to SWITCH. Most of us are content to stay with the same provider. For whatever reason, we just don’t want to bother to change or switch. However, we could make considerable savings by doing so whether with electricity, phone, health, car and house insurance. Being retired we have the time to write, phone or call to make enquiries and see how



we could save. We could save up to say 10% on our overheads that would compensate for any reduction coming our way.

Remember keep on smiling, chin up, chest out and be brave. We will survive.

Christy Conville.  
Secretary RMA



## GOLF SOCIETY

The TUI Golf Society was founded in 2003 as a benefit to members both present and retired. The society has grown steadily over the years and is especially indebted to TUI Head Office and TUI Credit Union for their ongoing support.

The society has played some of the best courses in Ireland including Druids Glen, The Heritage, Killarney, Mount Juliet and other gems like Tullamore, Glasson and Dundrum House.

The golfing year 2011 begins for the society in February with a three-day break in Dungarvan, Co Waterford playing the lovely West Waterford and Dungarvan courses. Our Easter outing is to the famed Esker Hills



while a further outing takes place in June with the Captain’s prize in September.

The highlight for the year for many is our annual trip to Spain or Portugal during the October break. This year’s visit was to the Algarve where a group of 48 members, partners and friends enjoyed great golf and the craic.

If you wish to join the society, you can download an application form from

the TUI website [www.tui.ie](http://www.tui.ie) under the ‘Benefits and Services’ section. Please click on TUI Benefits and you will see the TUI Golf Society Link. The application form with the €30 annual subscription can be sent to the Treasurer of the TUI Golf Society: Tommy Glynn, 9 Beach Drive, Renmore, Galway.

*Finola Butler, Captain.*



# MAKE YOUR VOICE HEARD BEFORE BUDGET

## MAJOR ICTU ORGANISED RALLY DUBLIN, SATURDAY, NOVEMBER 27<sup>TH</sup> 2010

In line with ICTU policy, we believe there is a **better, fairer way** to manage our economy. Simply put, we need to extend the period of adjustment and focus on jobs and growth.

We believe the savage Budget predicted will damage the country even further and impact worst on the most vulnerable in Irish society.

Everybody should make their voice heard before it is too late. Please ensure that this rally is a success by encouraging all TUI members in your workplace to participate. Branches should bring along their TUI banners on the day.

### ROUTE:

**Gather at Wood Quay** (junction with Winetavern Street) **for I I am on Saturday 27 November**

The march will commence at 12 noon from the Wood Quay starting point, proceed along the South Quays, crossing the Liffey at O'Connell Bridge, onto O'Connell Street, rallying in front of the GPO.

See [www.tui](http://www.tui) for further details