



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

# n e w s

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# EDUCATION CUTS DON'T HEAL



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## Ben Bishop appointed Assistant General Secretary

Ben Bishop has been appointed Temporary Assistant General Secretary with the union.

Ben was chair of Dublin City Post Primary Branch for five years, secretary of the same branch for four years and has been a member of TUI for 25 years.

A native of Dublin, Ben taught for over 20 years in Youthreach.



## New employee assistance service

Carecall is now responsible for the Employee Assistance Service for all teachers in the State and their immediate family members. This confidential counselling service can provide you and your family with independent counselling and support. Each person will have access to a 24 hour telephone support line and up to 4 x1 hour confidential counselling sessions. The service can be accessed at any time by calling: **1800 411 057**  
or via **support@carewellbeing.ie**



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# A Word from The President

We are all anxiously awaiting December's Budget. Information received by teacher unions at a recent Government briefing session was scant but TUI robustly outlined to the Minister the disastrous consequences that further cuts to the education system will have at all levels.

TUI is highlighting in every possible forum that an increase in the pupil teacher ratio (PTR) would result in loss of subject choice and a loss of dedicated higher and ordinary level classes. It would also lead to a loss of jobs for our members. We continue to lobby TDS to demand insulation of the education sector from further cutbacks. TUI has met all opposition parties at this stage including the group of independents known as the Technical Working Group. They have stated their abhorrence to threatened cuts that would affect the most disadvantaged. It has also been outlined to them that continuing to threaten third level funding is not going to help this country recover. Our third level institutes and colleges have created many employment opportunities in this country because of the highly skilled graduates they produce. Third level cannot operate effectively without adequate funding. The latest threat of charging fees for postgraduate courses will lead to a reduction in the number of research graduates and will have the result of downgrading the status of our institutes. TUI members must protest strongly against such a move. The Minister needs to be reminded of his pre election promise of no fees for third level.

TUI is demanding that the State subvention of private fee paying schools be stopped. It is wrong for the State to pay for privilege while at the same time cutting back on essential educational services such as resources for students with special educational needs. These private schools will always be in a position to buy extra teachers and offer low class sizes, huge subject choice and

state of the art facilities. No society should condone a system which bolsters privilege while attacking the disadvantaged. Figures were recently published in a Sunday newspaper suggesting that the State spends less on a pupil in a fee paying school than in a non-fee paying school and implying that the State is saving money by maintaining this subsidy. TUI has sought these figures from the interest that commissioned the study and as yet the information has not been provided for analysis. TUI rejects the concept that the withdrawal of the subsidy of €100m would be a cost to the State.

The Minister has decided to introduce Junior Cycle reform. TUI is not opposed to positive change but we warn the Minister that in order for reform to work it must be properly resourced. Our agreement will be conditional on this happening. A first ever Second Level/Further Education (FE) Advisory meeting will be held in early December and each Branch is asked to send one officer. This forum will be an opportunity for second level and FE members to bring the concerns of members on the ground to a national forum. It will be an ideal opportunity to discuss the impact on the workload of teachers which will be created by these reforms. Make sure your branch is represented. Please make Junior Cycle reform an agenda item on your workplace and branch meetings. Send any comments you may have to [bjudge@tui.ie](mailto:bjudge@tui.ie) as we need to hear from you the practitioners on how these proposals will impact on your working lives.

ICTU is supporting a Dublin Council of Trade Unions march on Saturday November 26th. Show your solidarity with other unions against cutbacks by joining on the day.

Also, keep an eye out for the new TUI website which will be launched in the coming weeks.



TUI PRESIDENT, BERNIE RUANE

It is more important than ever that unions remain relevant and strong during this recession. There is no point in blaming each other - we must stand together to fight our way out of this recession and be ready as strong united unions to reclaim what we have lost when it ends.

Finally, I would like to remind members that TUI has issued a directive not to co-operate with the JobBridge scheme. This is another attack on our newly qualified and unemployed teachers. A two tier system has already been created as these new graduates are being treated in a less favourable manner than their serving peers in that they are starting on a significantly reduced salary and a career average pension will be legislated for shortly. Our graduates need real jobs; our schools and colleges need real teachers. This union demands that our graduates are paid for being professionals and not exploited in a scheme which will have no long term gain for teachers or the education system.

*Bernie Ruane*

# The Budget – cost saving in education can be very expensive

The forthcoming Budget is going to be an unpleasant affair. Of that there is no doubt. The past weeks and months have seen speculation in virtually every possible direction in terms of what taxes can be increased, what spending can be cut back and, in general, how to manage the economy and to nurse it back into health.

The Irish Congress of Trade Unions has made a very significant pre-Budget submission to Government. The title of this is “Growth is the Key”. Approved by the Executive Council in October, it is available on the TUI and ICTU websites.

In terms of education we have seen a variety of attempts at ritual kite flying. We have seen the suggestion reprinted on a number of occasions in the *Irish Times* that the Government was about to cut the supervision and substitution scheme for teachers. This, of course, is pay and to eliminate this scheme would be a pay cut. Pay cuts are prevented under the Croke Park Agreement and the TUI Executive has advised the

Department of Education and Skills to this effect.

Strongly rumoured is the suggestion that the staffing ratios will be further cut. This first emerged during the summer and continues to be spoken about as a real possibility. The devastation that this will incur on schools is being largely ignored. The fact is that this will inevitably curtail the ability of schools to continue to provide the range of subjects, force schools to reduce programmes, seriously damage the education being provided by schools and disproportionately affect those most disadvantaged in society.

TUI has pointed out to Government, opposition parties and in all media opportunities that the so-called cost savings will, in the longer term, cost far more. Cost saving in education can be very expensive. We have all seen the young person who has been saved by education, who but for the work of teachers would be an extreme burden on society.

The Union met with each of the current parties of Government and each one explained how once they got into Government they would protect education. These promises are now forgotten.

We have already seen the effects of cutbacks. The Leaving Certificate Applied was one of the earliest programmes to have its resources cut. It was no surprise two years later, therefore, to see that participation in the programme had fallen and that the effectiveness of the programme had lessened.

TUI is again appealing to Government that there is no scope for further cutbacks in education. We will be campaigning vigorously in this regard in the coming weeks. The recently “found” money could not be put to better use than to protect the sector.

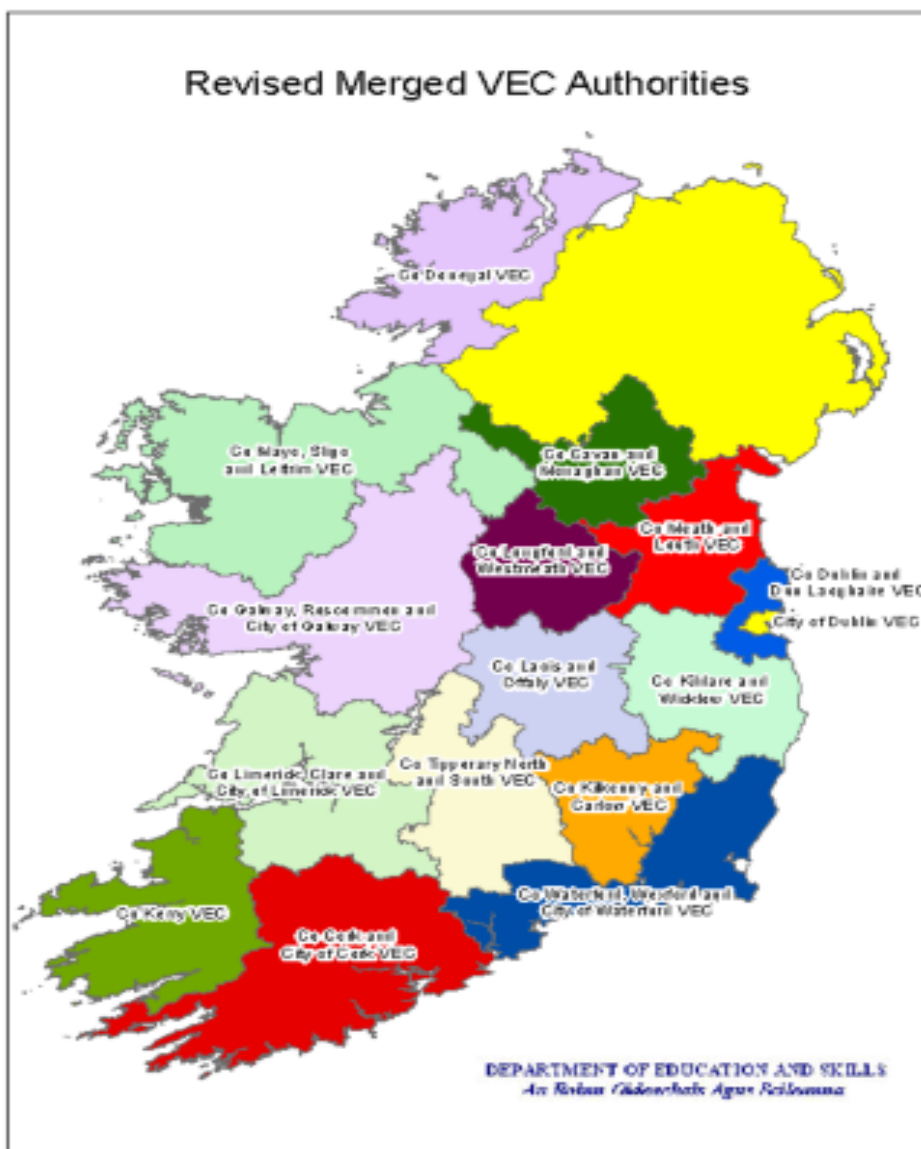
**Check out [www.tui.ie](http://www.tui.ie) for latest updates on pre-Budget campaign.**



# VEC Amalgamations – the challenges ahead for TUI

**Government has finally decided to reduce the number of VECs from the present 33 down to 16. The VECs to be established are set out below.**

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



Some considerable time ago TUI decided at national level that it was not going to form a view as to how the VECs should be amalgamated in terms of which VEC goes with which other one in the new situation. The principal interest of the Union in this regard is the conditions of service of the VEC employees.

**The TUI view in this regard is that with the amalgamation of VECs that the conditions of service cannot change. In effect, this means that the transferability of a member will not be increased with the amalgamation of VECs and that the transfer distance after the amalgamation should be the same as prior to the amalgamation. This, however, will not be the situation for employees who commence their employment after the amalgamation of the VECs.**

This in itself will raise a further problem for TUI given the potentially extreme distances for transfer with some of the amalgamated VECs.

## Branch Structure

The tradition within TUI has always been that the branch structure mirrored the VEC structure and that there would be one branch representing all of the members within one VEC area. This would, in effect, mean that there would need to be amalgamation of branches and that the new branches would be very much bigger in most cases both in terms of numbers of members and in terms of geographical spread. This issue requires to be addressed. However, it does stress the importance of the workplace committees which are currently being established in many branches. It is even more important that there be effective workplace committees representing members in schools and centres.

# TUI objects strongly to introduction of incidental inspections

TUI has objected strongly to the introduction by the Department of Education and Skills (DES) of a new form of “incidental inspections”, describing it as unnecessary and excessive. Notwithstanding the union’s objections the DES has issued a Circular Letter and has commenced incidental inspections. The union pointed out to the DES inspectorate that, when Whole School Evaluation (WSE) was being introduced, the DES had been quite clear that WSE would overtake and replace the unannounced inspections that had previously been conducted. Therefore, the imposition of incidental inspection is viewed by the union as a breach of that departmental undertaking.

The union noted that there are now at least four separate species of inspections – WSE, MLL, Subject Inspections and Incidental Inspections – and that this represents wasteful overkill and is bureaucratically oppressive from the point of view of schools and teachers.

In response to questions posed by the TUI, the DES has provided clarification to the effect that:

- The scheme of incidental inspection will apply to mainstream second-level schools and Youthreach centres but will not apply to dedicated further education colleges. The DES is to provide a list of centres that may be subject to incidental inspection.
- Advance notice of an incidental inspection will not be provided to the school.
- The inspector will meet with the principal teacher during the first period of the day and will advise the principal of the particular purpose of the inspection. If the immediate context and exigencies of the school



so demand, the inspector will adjust the purpose. For example, if the purpose relates to Transition Year and the TY students happen to be on work experience placement, the inspector will identify an alternative purpose. Similarly, if a teacher – a Year Head for instance – is engaged in discharge of a duty that necessitates absence from the classroom, the inspector will take account of this and adjust her/his schedule and purpose accordingly.

- Classroom observation/inspection – where that is the purpose of the inspection - will commence in the second period.
- Classroom observations/inspections will be confined to a maximum of five lesson observations in the course of the day.
- No one teacher will carry the full burden of an incidental inspection. That is, a minimum of two teachers will have classroom observations/inspections.
- Only post-primary inspectors will be involved in incidental inspections at post-primary level.
- Incidental inspection is not, may not purport to be and may not be represented as an evaluation of individual teacher competence. Inferences cannot be drawn nor judgements arrived at about a teacher’s professional competence on the basis of an incidental inspection.
- The intention is that incidental inspections will be advisory and supportive in character.
- Incidental inspections will take full account of factors arising from school contexts.
- In the first year of operation of incidental inspections, a written report of an incidental inspection will not be provided by the inspector to the school. A generic, summative verbal report will be provided to the teacher/s, Principal teacher and - through the Principal teacher - to the Board of Management/VEC.
- The inspectorate anticipates that incidental inspections will assist the Department in monitoring trends in teaching and learning. This has been the experience at primary level where incidental inspections have been in place for some time. The

inspectorate has issued reports that are system-wide in scope that focus on the most significant issues that emerged from the aggregate of the incidental inspections conducted. In terms of schools, these reports are anonymised.

- A review of the operation of incidental inspections at post-primary level will take place in May/June 2012. The unions and other partners will be invited to contribute to that review.
- A list of all schools where incidental inspections have taken place will be provided to the partners in advance of this review.
- Among the issues the review will consider is whether or not a written, anonymised report in an agreed format should be provided to the school following an incidental inspection. The Department is aware of the union's opposition to the production of such a report.

The TUI maintains its opposition to the addition of incidental inspection to the existing suite of inspection mechanisms. The DES has been advised that teachers are alarmed at the huge attendant increase in bureaucracy which is very time-consuming and is diverting their energies from the core task of teaching.

The TUI would very much appreciate dispassionate, objective feed-back from members in relation to their experience of incidental (and, indeed, other forms of) inspection. *Please email [tui@tui.ie](mailto:tui@tui.ie)*

## Labour Court vindicates Co. Dublin Youthreach teachers' rights

TUI has won a significant victory for Youthreach members employed by Co Dublin VEC. The Labour Court has rejected an appeal by Co. Dublin VEC, upholding a Rights Commissioner's decision in January 2011 which found that nine TUI members in Youthreach centres in its Scheme had been discriminated against.

The Rights Commissioner had found that the teachers concerned suffered less favourable treatment than their comparator teachers in some other VECs. This relates to their pay (including incremental progression, allowances and non-payment to them of the honorarium for teaching days in excess of 167), access to the sick pay scheme and other terms and conditions of employment. The decision required the VEC to cease the less favourable treatment and to implement the remuneration package and all other terms and conditions of employment enjoyed by the comparators. This entails a very significant sum of arrears of pay for the teachers concerned, in addition to which the VEC was also required to pay eight of the nine claimants compensation in the sum of

€3000 in respect of breaches of the Act, and to pay €1500 in compensation to the ninth member concerned.

The VEC appealed to the Labour Court. The Labour Court heard the case in May and September, 2011. Although it confirmed to the Court that the work undertaken by the Complainants was equal in value to that undertaken by the comparators, the VEC sought to justify the less favourable treatment of its teachers under Section 6 (2) of the act. The Court found in this regard that "both the Complainants and their chosen comparators are employed on the same programme and undertake work of equal value. All of the aims and objectives, limitations and peculiarities of the programme apply equally to both of them. However, despite this, the Complainants are employed on less favourable terms and conditions of employment than their comparators. In the absence of any objective grounds justifying such less favourable terms and conditions of employment the Court must find that the Respondent cannot rely on the provisions of Section 6 (2) of the Act".

The Court rejected each other ground of appeal advanced. Its findings (Determination No. FTD1127) conclude as follows:

"The Court finds that the Complainants were denied their entitlements pursuant to the provisions of the Protection of Employees (Fixed-Term) Work Act 2003. The Court takes the view that to be denied one's statutory rights is a serious matter. The Complainants found it necessary to undertake legal proceedings before the Rights Commissioner and on appeal to this Court in order to vindicate those rights. Accordingly, taking all the circumstances into account the Court determines that the compensation awarded by the Rights Commissioner is proportionate and appropriate in this case. The Respondents appeal is rejected".

TUI looks forward to applying this landmark decision to teachers employed by other VECs which treat their YR teachers less favourably than we believe they should do, and have to do.

## Most commonly asked questions at 'Stay or Go' retirement seminars

Members have many questions at the moment in relation to whether or not they should retire before or after 29th February 2012. Over the last two months TUI has arranged several information seminars around the country in conjunction with Cornmarket. Feedback from attendees has been excellent. The five most common queries at these meetings are set out below.

- Q:** On what salary will my pension & lump sum be based on if I retire before 29/02/2012?

**A:** Salary scale as 2009 (pre budget 2010 cuts)
- Q:** Will I be charged the recently introduced pension reduction, which averages 4%, if I retire before 29/02/2012?

**A:** Yes. The pension reduction was imposed in Budget 2011 for all Public Sector pension holders already retired or retiring before 29/02/2012
- Q:** Will retiring before 29/02/2011 affect my options to drawdown my AVC?

**A:** Possibly. There are many rules that affect how you may drawdown your AVC including; the size of your pension, the number of years of full service you have at retirement date, and whether or not you may be able to retire under special conditions of the Superannuation Scheme such as the '35 year' rule.
- Q:** If I am in the process of purchasing employer benefits such as Notional Service Purchases (NSPs), will retiring before 29/02/2011 affect me?

**A:** Possibly. It is best advice to contact your employer to discuss this in more detail
- Q:** Is the Pension Levy charged on my pension in retirement?

**A:** No. The Pension Levy is charged on salary, not on pension.

## When can I retire?

In last year's Budget, it was announced that public servants would have their pension and lump sum entitlements calculated on their pre pay cut salary (ie salary in operation up to end of December 2009). The 'grace period' during which public servants could retire on the basis of the higher figure runs up to 29th February 2012.

**Remember** – the earliest a second level teacher (who isn't a 'new entrant' after 1 April 2004) can retire on a voluntary basis and be in receipt of pension is at 55 providing he/she has a minimum threshold of 35 years teaching service. Credit for pre-service training is given in order to help teachers to reach the threshold. Two years will be credited to a teacher with a pre-service training period of 4 years or more (eg three year degree and HDip or four year degree); one year will be credited to a teacher with a pre-service training period of 3 years.

Teachers/lecturers are also eligible for retirement from age 60 onwards, irrespective of the number of year service, while compulsory retirement is at age 65 for those in system before 1st April 2004.

There is also an option to retire on cost neutral basis for those who do not meet these age/service requirements. Information on this actuarially reduced pension should be sought from the employer.





# Have you claimed all relevant tax reliefs?

## Trade Union Subscriptions

Although abolished in the December 2010 Budget, a tax credit of €70 is available for Trade Union Subscriptions paid up to 2010. If you have not already done so, you can claim the allowance for the years 2007, 2008, 2009 and 2010 by logging on to Revenue's PAYE Anytime or by contacting your local Revenue office - see [www.revenue.ie](http://www.revenue.ie) for further details.

## Flat Rate Expenses

These are expenses that are incurred in the performance of the duties of employment and are directly related to the 'nature of the employee's employment'.

See <http://www.revenue.ie/en/tax/it/leaflets/flat-rate-expenses.xls> for a full list of qualifying employments and the claimable amounts.

If you have not already done so, this can be claimed for the years 2007 to 2011.

## Teaching Council Tax Credit

All teachers registered with the Teaching Council can claim a Flat Rate Expense credit of €90.

## Four Year Rule

Remember, due to the four year rule relating to refunds, Revenue can only make refunds from years 2007 to 2010 inclusive, so **to avoid losing eligibility for 2007 tax credits you should make your claim before 31 December 2011**. You can claim the credit for the current year and four years previous. Where applicable, this will result in a refund for the years 2007 to 2010 and an adjustment of tax credit for 2011.



## Directive issued in respect of JobBridge scheme

The Department of Education and Skills has issued a circular letter in respect of the JobBridge national internship scheme. The reference for this circular is DES C/L No 46/2011.

The Executive Committee has examined this scheme in the context of decisions of TUI Annual Congress 2011 and has taken the view in relation to the National Internship

Scheme (JobBridge Scheme) and other such schemes that they are covered by the decisions of Congress.

**Accordingly, the Executive Committee directs members not to cooperate with the JobBridge – National Internship Scheme or any other similar schemes.**

Please ensure that the relevant members within your branch/workplace are made aware of this directive. If there are any issues in relation to the implementation of the directive then contact should be made with the relevant Area Representative.

# Annual Congress 2012 – Wexford

**Congress will once again be held in Whites of Wexford in 2012. Reservations for accommodation during Annual Congress can be made with the following hotels:**



WHITES OF WEXFORD

## Whites of Wexford

Tel: 053 – 9174215 Email: events@whitesofwexford.ie

B&B €70 per person sharing  
€90 single

Children sharing Under 4 years free of charge  
with two adults: 4 to 16 years - €6.50

**Bookings must be made before 31st December 2011 to avail of the above rates.**

## Riverbank House Hotel

Tel: 053 9123611 Email: info@riverbankhousehotel.com

B&B €40 per person sharing  
€52 single

Children sharing Under 4 years free of charge  
with two adults: 4 to 16 years - €6.50

**Bookings must be made before 31st December 2011 to avail of the above rates.**

## Auburn Terrace Guest House

(Sister accommodation of Riverbank House Hotel)

Tel: 053 9152750/053 9123611 Email:

info@auburnterrace.com

B&B €30 per person sharing  
€40 single

## The Talbot Hotel

Tel: 053 9122566 Email: reservations@talbothotel.ie

B&B €70 per person sharing  
€90 single

Children sharing Under 12 free  
with two adults: 12 to 16 years - €25

**Bookings must be made before 31st December 2011 to avail of the above rates.**

## Whitford House Hotel

Tel: 053 9143444 Email: info@whitford.ie

B&B €55 per person sharing  
€79 single

**Bookings must be made before 31st December 2011 to avail of the above rates.**

## Maldron Hotel

Tel: 053 9172000 Email: info.wexford@maldronhotels.com

B&B €55 per person sharing  
€75 single

**Bookings must be made before 31st December 2011 to avail of the above rates.**

## B&B Accommodation:

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

## Reservations

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

## Crèche

A crèche under professional supervision will be provided by Whites of Wexford. Further information regarding the crèche, including application forms, will be sent to you at a later date.



## Meals at Congress

All meals will be available in Whites of Wexford, i.e. lunch and an evening meal.

# Important dates to Congress 2012

- **7th October 2011** Nomination forms for elections issued.
- **3rd January 2012** Last date for receipt of motions from Branches to Head Office for submission to Standing Orders Committee.
- **17th January 2012** Last date for receipt of nominations for positions of Vice-President, Security Fund Committee and Area Representatives for the following areas:
- Area:**
- 1 Wicklow, Kildare, Laois, Carlow
  - 3 Cavan, Monaghan, Louth, Meath
  - 5 Tipp NR, Clare, Limerick City
  - 7 Kerry, Co Limerick
  - 9 Cork City, Co Cork
  - 11 Galway City, Co Galway, Co Mayo
  - 13 **Community & Comprehensive Schools** in Counties Cavan, Dublin, Kildare, Louth, Meath, Monaghan, Wicklow
  - 15 **Third Level Colleges** - Counties Dublin (excluding city), Louth, Monaghan, Cavan, Meath, Kildare, Offaly, Laois, Wicklow, Carlow, Kilkenny, Wexford
  - 17 **Third Level Colleges** - Cork, Waterford
  - 19 **Third Level Colleges** - Kerry, Limerick, Tipperary, Clare, Mayo, Galway
- **31st January 2012** Issue ballot papers for elections.
- **7th February 2012** Preliminary Agenda will be issued to Branches
- **21st February 2012** Last date for receipt of:
- annual election ballot papers
  - amendments to Preliminary Agenda
  - order of priority for motions in each section names of delegates to Congress

- **20th March 2012** 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.

- **3rd April 2012** Last date for receipt of questions on the Annual Report and Annual Accounts.

- **10th April 2012**

## 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, 24th February 2012.**

- **1st May 2012** Last date for receipt of nominations for the position of President.

- **8th May 2012** Ballot papers for election of President will be issued.

- **22nd May 2012** Last date for receipt of ballot papers for Presidential election.

# What's happening with Junior Cycle reform?



TUI welcomes the Minister's decision to delay the implementation of the upper limit on the number of subjects to be taken to examination for students commencing Junior Cycle in 2012. This will avoid unjustified and unnecessary confusion and operational issues arising at this time.

You may have seen some of the media coverage on Junior Cycle reform over the past number of weeks. Some of the coverage inferred that the teacher unions have agreed a number of change ideas that have been under consideration since 2009. This is misleading – TUI after much debate at the NCCA Council and other committees has endorsed a number of substantive ideas. Such endorsement is on the understanding that discussions will now commence in respect of the resources and supports required (eg teacher allocation, professional development, national guidelines and criteria on programmes and assessment, classroom resources) and the necessary implementation arrangements (eg monitoring systems, planning, co-ordination, administrative and operational support).

TUI expects these discussions to elucidate whether it will be possible to proceed to implementation stage. It has clearly indicated that its support into the future is contingent on appropriate and adequate resources being made available for effective implementation. Uppermost in the TUI position is the need to guard against further inequities emerging in terms of access to opportunities, student workload, teacher workload, appropriate consistency in programme provision, outcome and national standards.

Members are advised that because of the strong representation by the teacher unions and other stakeholders a number of significant revisions were made to the initial change ideas fielded for public debate.

Curriculum	Qualifications
<ul style="list-style-type: none"> <li>• Duration of Junior Cycle - three years, schools can organise the time differently</li> <li>• Twenty four (24) statements of learning to underpin curriculum</li> <li>• Curriculum components:               <ul style="list-style-type: none"> <li>- <i>Subjects</i> – curriculum specification agreed nationally, less content than present</li> <li>- <i>Short courses</i> - half the size of subjects, specifications for six set nationally, schools can develop others</li> <li>- <i>Priority Learning Units</i> - to meet special learning needs</li> </ul> </li> <li>• Key skills and Literacy and numeracy skills to be embedded throughout the curriculum.</li> <li>• New Junior Cycle introduced in <u>all schools</u>, on a phased basis, from 2014.</li> </ul>	<ul style="list-style-type: none"> <li>• A new National Certificate of Junior Cycle (Level 3) will include:               <ul style="list-style-type: none"> <li>- Eight subjects <b>or</b> seven subjects and two short courses <b>or</b> six subjects and four short courses</li> <li>- Evidence of learning must be presented in English, Irish (except where exemptions apply) and Mathematics</li> <li>- Grading will be along the lines of - not achieved, pass, merit, distinction.</li> <li>- <i>Subjects</i> - two assessment components: externally assesses terminal examination (approx 60%) and b) locally assessed portfolio (approx 40%, various approaches, external moderation)</li> <li>- <i>Short courses</i> - a single assessment component: a portfolio based on school work, assessed locally</li> </ul> </li> <li>• A new National Certificate of Junior Cycle (Level 2) for those with special educational needs will include: <i>Priority Learning Units</i> - these are portfolio based, locally assessed single assessment components.</li> </ul>

## What's next?

- Further national discussions will now commence on the strategy, arrangements and resources required for effective implementation.
- TUI will prepare a quick reference guide to the core proposals setting out the TUI position
- Workplace committees and branches are advised to consider these proposals in detail as soon as possible with particular reference to the resources and supports required for implementation.
- The first meeting of the TUI Second Level/FE Advisory Group will consider this development in some detail.
- TUI will continue to engage in discussions and make strong representation in relation to the measures required to implement the proposed changes in order to protect against a number of inherent risks, especially the lowering of overall standards, deepening inequities in the system, increased teacher and student workload and diminished conditions for teachers.

**Go to [www.tui.ie](http://www.tui.ie) for a more detailed information note and the full framework document. You will find more details at [www.ncca.ie](http://www.ncca.ie)**

# What's happening with Senior Cycle?

Earlier this year the syllabus and assessment arrangements for the new Senior Cycle subject '**Politics and Society**' were approved after lengthy consultation and discussions. This subject now joins syllabuses that have been revised for some time in a queue for implementation pending adequate support and resources and teacher expertise being available.

A number of other significant developments at Senior Cycle are underway.

## **Science Education (Physics, Chemistry, Biology)**

Changes proposed in the science subjects address emphasis, content and assessment in the Leaving Certificate Examinations. A very significant proposed change to the assessment approach is the introduction of a second assessment component for which a 20% weighting is proposed:

- a laboratory notebook on specified activities (5%) and a
- a practical examination marked externally (15%).

## **Physical education – a new syllabus and framework**

Changes proposed for the teaching of physical education reflect a significant shift in current practise for teachers of physical education.

### *A. Physical Education Syllabus (for examination)*

A draft syllabus has been designed for students who wish to take the subject in the Leaving Certificate Examination. This comprises two main units of study (focusing on performance and contemporary issues) each with a number of sub topics and participation in three physical activities from six areas. The examination will be available at two levels: Ordinary Level and Higher Level and will have two components:



- Personal performance project - 50% (performance 30%, report 20%)
- Written examination 50%.

### *B. Physical Education Curriculum Framework (not for examination)*

A draft curriculum framework has been designed for students who do not wish to take the subject as a Leaving Certificate Examination. The framework is structured over three years around six instructional areas. The focus of assessment will be formative and particular emphasis is placed on portfolio assessment.

## **Short Courses**

Short Courses are intended to enable more flexibility and choice at Senior Cycle and promote learning strategies for a changing world. Designed as 90 hour courses (half the size and volume of subjects) they will be optional, examinable areas of study. Two courses have been brought to consultation stage - Enterprise and Psychology. In each course specific content is designed around four units of study. Assessment for examination purposes will be through a terminal exam which will be reckonable for entry to higher education.

## **What's next?**

The final public consultation on the draft syllabuses and framework has concluded.

The TUI response will be posted on its website shortly together with a more comprehensive information note on these developments.

TUI will be participating in further discussions within the NCCA and, as relevant, with the Department and the State Examinations Commission on implementation issues.

If you have not already expressed your views and wish to do so it is not too late. Therefore, Workplace Committees and Branches are advised to give consideration to these developments. **Send comments as soon as possible for the attention of the Education and Research Officer at [showard@tui.ie](mailto:showard@tui.ie).**

**Full details of all the draft syllabuses and framework and other support material can be accessed at [www.ncca.ie/consultation](http://www.ncca.ie/consultation) or [www.tui.ie](http://www.tui.ie).**

# Need a small loan?

Small Loans up to €2000 paid back over 12 months

at a low interest rate of: **6% APR**

Until the 31st January 2012

- Loans of sums up to €2000.
- Paid back over 12 months.
- Special interest rate, one of the lowest available.
- Loan can be repaid at any time without penalties.
- Free Loan Protection Insurance.
- No set up fees.
- Payments direct from your salary (DAS).
- This special rate cannot be used as a top up loan or as a concurrent loan.
- Share Loan ratio applies.

*Terms and conditions apply*

#### Sample Pay Back Schedule @ 6% APR over 12 months

	Total	Interest	Monthly Repayment*
€500	€516.00	€16.00	€43.00
€1,000	€1,032.00	€32.00	€86.00
€1,500	€1,547.88	€47.88	€128.99
€2,000	€2,063.88	€63.88	€171.99

\* Excludes a mandatory contribution to shares of €13 per month. If you participate in the monthly draw the payment will be €5 higher

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[tuicreditunion@eircom.net](mailto:tuicreditunion@eircom.net)

Download your membership form now from our website.  
Full details from TUI Credit Union. Terms and Conditions apply



# Further Education Award Development

FETAC continues its work with providers and lead organisations with regard to developing new awards (those already underway) and the migration of existing awards. Regular updates on what is happening at each award level 1-6 are available at [www.fetac.ie](http://www.fetac.ie) under What's New or Award Plan Update or Awards for Consultation with requests for feedback from interested parties. You may also hear of these developments through your local VEC or school management.

Work in this regard addresses the full range of awards provided in the education sector and your views are important. Please make them known to the TUI as it will make representation for its members (send comments for the attention of the Education and Research Officer). It is important to also advise your own management (school/VEC) or the lead organisation developing the new award.

See table below for current activity and areas on which feedback is important.

<b>Further Education Award Development Levels 1-6 Current areas of activity:</b>	
<p><i>Migration of awards:</i></p> <p>Sports, Recreation, and Coaching; Hairdressing; Equitation; Business; Retail; Horticulture</p> <p><i>New award development:</i></p> <p>Green/Renewable Technology Sector; Body, Beauty and Therapy; Music; Commercial Gas Safety; Drama; Business/Quality Systems and Standards; Life Coaching; Information, Advice and Advocacy.</p> <p><b>Reminder:</b> All existing level 3 awards will be deactivated after 5 December 2011 and no certification will be available on these awards after that date.</p>	<p>Feedback is especially important on:</p> <ul style="list-style-type: none"> <li>- structure and composition of awards (e.g. mandatory/optional components, size, volume)</li> <li>- the overall standards proposed (e.g. breadth, depth)</li> <li>- appropriateness and relevance according to level</li> <li>- implications for learner progression e.g. current links with third level college</li> <li>- implications for current provision e.g. access to appropriate facilities, resources.</li> </ul>

# Vacancies on NCCA Committees

Each year vacancies arise on NCCA Committees - Junior Cycle and Senior Cycle course committees, board of studies or special purpose committees. Participation on NCCA committees provides a valuable opportunity for practising teachers and the teacher unions to influence developments in curriculum, syllabi and related assessment procedures and strategies. While the focus and emphasis of curriculum development and initiatives vary it is very important that TUI has its full number of representatives on each committee (usually two).

Correspondence issued recently to schools and centres setting out current vacancies (see below), guidelines for nominees and the nomination form. The material together with the list of current nominees is also available on the website at [www.tui.ie](http://www.tui.ie). If you are interested in becoming involved contact your local branch for their support.

The closing date for nominations from branches is **Wednesday, 30th November.**

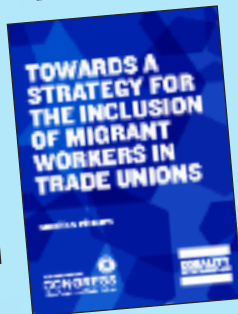
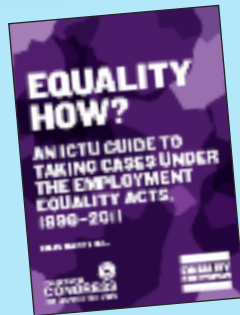
<b>NCCA Course Committees</b>		
Subject	Vacancies at Junior Cycle	Vacancies at Senior Cycle
Home Economics	1	1
German	1	
Environmental & Social Studies	1	
Classical Education	1	
Italian	1	
Materials Technology Wood	1	
Music	1	
Spanish	1	
Technology	1	1
Russian	1	
Japanese	1	
Maths	1	
Biology		2
Economics		1
Agricultural Economics	Not applicable	1
SPHE	1 (one committee for Junior and Senior Cycle)	
<b>NCCA Board of Studies</b>		
Subject/Discipline	Vacancies	
Technology	1	
<b>NCCA Special Purpose Committees</b>		
Subject/ Discipline	Vacancies	
Guidance	1	
Transition	1	

# News in brief

## ICTU launches new workplace equality guides

Speaking at the launch of a series of ICTU workplace equality resources and guides, General Secretary David Begg said: "Those societies that prioritise equality across all spheres of social and economic life are more stable, less prone to crisis and more economically efficient, the Nordic countries being a fine example.

"During the property and credit boom all the evidence suggests that Ireland became a more unequal place. And the evidence now is that the austerity drive has aggravated that inequality," Mr Begg said. The materials were launched formally by the Minister for Disability, Equality, Mental Health & Older People, Kathleen Lynch TD. The materials include: resources for gay, lesbian, bisexual and transgender workers and trade unions; a revised disability code of practice for trade unions, to include mental health issues; guidance on taking an equality case and a study on developing an integration strategy for unions, in relation to migrant workers. All of these documents can be accessed on the Equality Section of the ICTU Website [www.ictu.ie](http://www.ictu.ie).



## New Title for University Teaching Qualifications from

Following detailed consultation between the National Council for the Teaching Council, it was agreed that the initial post-primary teaching qualification, the Diploma in Education or the Graduate or Post-Graduate Diploma in Education (NQF) at Level 8, will remain the initial qualification used by all universities for programmes starting in 2012. The adoption of the new title by the universities will be under existing Student Maintenance Grants Schemes included in the NQF at Level 8.

More detailed clarification on this matter can be found on the Teaching Council website.



## Qualifications and Quality Assurance (Education and Training) Bill

The Qualifications and Quality Assurance (Education and Training) Bill was published in 2011 - see [www.education.ie](http://www.education.ie) for full text and summary. The Bill provides for the amalgamation of the National Qualification Authority of Ireland (NQAI), the Higher Education and Training Awards Council (HETAC) and the Further Education and Training Awards Council (FETAC). The new agency will also take responsibility for the external quality assurance review of the universities, currently performed by the Irish University Quality Assurance Board (IUQB).

The Bill passed through the second stage in Seanad Éireann in September 2011.

Go to [www.fetac.is](http://www.fetac.is) for details on how this might be affecting you as a provider.

## All education spending is TUI

The union welcomed the provision of €2.2bn for education but stressed that all education spending should be for the future of the country. The investment was announced as part of the budget programme on November 10th.

"We welcome the provision of this necessary investment but we would also stress that all spending in education - should be insulated, prioritised and protected as an investment in the country's future," said TUI Director General. "Education defines the life chances of young people and they are entitled to the same high quality provision as those who are being failed by the State."



## Initial Post-Primary from September 2011

National Qualifications Authority and the universities of Ireland, the qualification, previously known as the Higher Certificate in Education, would be placed on the Register at level 8. The title Postgraduate/Graduate Diploma in Education which will be replaced by the Professional Diploma in Education from the academic year 2011/2012. The Professional Diploma in Education will be recognised on the Register as a post-primary teacher. This change will not, therefore, affect student entitlement to the Register. All qualifications used prior to 2011 are also recognised.

Further information is available at [www.nqai.ie](http://www.nqai.ie).



## Capital investment -

for school buildings over the next five years, and should be prioritised as capital investment in the budget announced as part of the capital investment

funding for bricks and mortar projects, but also for modernisation – including that now defined as current – and even enhanced where necessary as capital investment. Deputy General Secretary Annette Dolan said that every generation should be better off than those who went before them. Otherwise,

## Child Welfare and Protection – revised guidelines on procedures for schools for immediate implementation

Over the past two years a consultative working group on which the teacher unions had representation met a number of times to advise on the review of the child protection procedures for primary and post-primary schools. This work was completed midway through 2011 and the revised Child Protection Procedures for Primary and Post-Primary Schools and the accompanying circular issued recently to all schools for immediate implementation. In-service and training support will be available to all schools through the SPHE support service so keep an eye out for this. Persons attending are expected to brief schools staffs in a timely and appropriate manner.

Child Protection Procedures for Primary and Post-Primary Schools and the relevant Department Circular 0065/2011 are both available on the Department of Education and Skills' website

The Child Protection and Welfare Handbook designed by the HSE as a quick reference to help support the work of practitioners is available at [www.hse.ie](http://www.hse.ie)

Children First: National Guidance for the Protection and Welfare of Children Guidelines (the national policy document that underpins all welfare and protection issues regarding children and young people) is available on at [www.hse.ie](http://www.hse.ie) or go to [www.tui.ie](http://www.tui.ie) for a summary entitled Key Messages: Children First National Guidance 2011.

## Risk and Protection Factors for Substance Use Among Young People - A Comparative Study of Early School Leavers and School- Attending Students

This interesting report was completed by the National Advisory Committee on Drugs (NACD) in late 2010 and formally launched some months later. It provides helpful insights and information about young people involved in substance use and associated risk and protection factors and poses some challenges for those working in the education sector. It concludes by setting out:

- The main findings on the prevalence of substance use among early school-leavers and
- A number of recommendations aimed at young people, parents and the home environment, schools and teachers, friends and peers, communities and on current education initiatives.

It will be of interest to many teachers especially those involved in social and health education or working with at risk young people. To see the full document:

<http://www.nacd.ie/publications/RiskYoungPeopleSchool.pdf>



### Important Communication from Chairperson of TUI Credit Union to Members.

Dear Members,

The recent somewhat negative media coverage of the minister's statement in respect of the recapitalisation of Credit Unions and the financial regulators restriction on certain Credit Unions' ability to issue loans have raised concerns among members.

There are two aspects to these issues:

- (1) The recapitalisation is part of the deal the Government did with the IMF/EU in which they gave a commitment to enhance the viability of the Credit Union movement.
- (2) The lending restriction does not apply to all Credit Unions.

We are pleased to advise members that your TUI Credit Union is in very good health and have had no restrictions imposed on us.

We are open for business and once again have made a surplus for the current financial year which will enable us to pay a dividend. (Not all Credit Unions are in this position).

The recent summer special loan offer was a great success with €600,000 in new loans issued. We are also offering special loans to cover the Christmas period, notice of which will be sent to schools.

We're sure these will be a big help to members with the current banking restrictions on loans.

**Frank McGinn**

Chairperson Teachers' Union of Ireland Credit Union Ltd

### CONFINED MEMBERS DRAW WINNERS

#### July

1st	Tom Dooley Co Louth	€1,500
2nd	Mary Lowry Co Mayo	€1,000
3rd	Micheal Flatley Co Dublin	€500

#### August

1st	Majella Stafford, Co Westmeath	€1,500
2nd	Catherine Greene Hickey, Co Wicklow	€1,000
3rd	Michael Don Gallagher, Co Donegal	€500

#### September

1st	Anonymous, Limerick	€1,500
2nd	Catherine Shallow, Co Donegal	€1,000
3rd	Maurice Meade, Sligo	€500

### Need a Small Loan?

Think of going on a holiday, doing some Christmas shopping or paying off your Credit Card? "Small Loans" up to €2000 paid back over 12 months at a low interest rate of 6% until the 31st January 2012 now available to members.

#### Sample pay back table

6% APR	Total to be paid back over 12 months	Interest charged over 12 months	Monthly repayment*
€500	€516.00	€16.00	€43.00
€1,000	€1,032.00	€32.00	€86.00
€1,500	€1,547.88	€47.88	€128.99
€2,000	€2,063.88	€63.88	€171.99

\* Excludes a mandatory contribution to shares of €13 per month.

If you participate in the monthly draw the payment will be €5 higher.

## TUI Credit Union Bursaries

The TUI Credit Union bursaries were decided in a draw made by TUI President Bernie Ruane on November 11th. The draw was supervised by Frank McGinn and Pat Conway of TUI Credit Union.

**Category One:** 2 Bursaries of €2,000 each

To be awarded to sons/daughters of TUI Credit Union members who will be following a full time accredited third level college undergraduate course.

Winners:

- 1. Megan Dunne, DCU 3rd Year Nursing
- 2. Edward Donlon, UL 2nd Year Science

**Category Two:** 1 Bursary of €2,000

To be awarded to a teacher member of TUI Credit Union or the son/daughter of a TUI Credit Union member who will be following an accredited full time third level postgraduate course

Winner:

- 1. Catherine Helur, UL (Education & Health Science)



FRANK MCGINN AND BERNIE RUANE AT DRAW

**Category Three:** 4 Bursaries of €250 each

To be awarded to the sons/daughters of TUI Credit Union members who are attending a full time PLC course.

Winners:

- 1. Dylan Power, Dun Laoghaire College of Further Education
- 2. Robert Bishop, Ballsbridge College of Further Education
- 3. Amelia Caulfield, Galway Technical Institute
- 4. Leah Corbett, Colaiste Stiophan Naofa Cork

# Reminder about some useful resources for ICT and e-learning

## Think B4UClick - a useful resource for teachers



**‘Think before you click’** has been specifically designed for teachers of Junior Certificate CSPE (or others) who wish to explore the issue of online privacy in the context of online rights and responsibilities. The ultimate aim of this resource is to empower students to be effective, autonomous and safe users of new media.

This resource sets out to make students aware that when online, just as in all other aspects of their lives, individuals have human rights. It consists of 10 lessons which follow sequentially but can be adapted at the teacher’s discretion. Several of the lessons include worksheets and in-class handouts which teachers are invited to photocopy for distribution in class.

The resource pack can be downloaded at [www.thinkb4uclick.ie](http://www.thinkb4uclick.ie)

## e-Learning Handbook... to support planning and implementation of e-Learning in your school

As technology is ever changing schools will need to constantly review and update their e-learning plans. The e-Learning handbook is a useful resource that provides advice on developing an e-Learning Plan.

The handbook deals with the planning process in a systematic fashion and provides relevant tools and resources. It is a useful addition to a range of other supports that assist schools in creating and implementing their e-Learning Plan:

- NCTE website [www.ncte.ie/elearningplan](http://www.ncte.ie/elearningplan)
- NCCA ICT Framework [www.action.ncca.ie](http://www.action.ncca.ie)
- NCTE professional development courses [www.ncte.ie/ICTTraining/Courses](http://www.ncte.ie/ICTTraining/Courses)
- Scoilnet website [www.scoilnet.ie](http://www.scoilnet.ie)
- School planning support services [www.pdst.ie](http://www.pdst.ie)



# Institute News

## Un-agreed “Action Plans”

It would appear that what purports to be an Action Plan in respect of the Public Service Agreement has been circulated to Institute management by the IoTI with advice to the effect that efforts should be made to implement its provisions locally. It is very important to note that the purported action plan has not been agreed by the TUI. In fact there has been no discussion of an action plan. A fundamental position of the TUI is that we will not implement any proposal about which we have not been informed and consulted. Therefore, there is no agreement either nationally or locally to co-operate with the implementation of the maverick action plan and any effort by Institute management to impose any of its provisions will be opposed by whatever means are necessary. If Branches encounter any difficulty in this regard, the relevant Area Representative and Head Office should be contacted without delay.

## Courtships and Memoranda of Understanding

In the ether, rumours abound of incipient romances that may lead to unions between Institutes. Some such rumours have been confirmed either by the issue of memoranda of understanding or by the statements of local politicians.

Talks of a preliminary nature, at least, are underway in relation to potential movement to technological university status. The likely configurations in terms of linkages are beginning to take shape. Bizarrely, in this context, none of the Institutes has yet considered it necessary or thought it fit to consult with the TUI or the other unions representing the staff. This calculated oversight is unacceptable.

If there is to be a process of amalgamation or integration, the TUI

demands that we be centrally involved in the process from the outset. Each Branch should immediately so advise management. Any refusal by management to engage meaningfully should be brought to the attention of TUI Head Office.

## Quality Assurance

The PSA/Croke Park agreement provides in regard to the QAI form that it can be in electronic format, provided that appropriate, adequate and reliable security is put in place. It does not provide that the text of the form can be unilaterally changed or that other changes can be made in regard to the QA process without the prior agreement of the union. This fact seem to have been lost on management in certain Institutes where a mistaken belief exists that open season can be declared on previously agreed QA mechanisms.



**Ceannais na Scrúduithe Stáit**  
State Examinations Commission

### Leaving Certificate Examinations 2012 APPOINTMENT OF EXAMINERS

Application forms for the following positions are available on our website [www.examinations.ie](http://www.examinations.ie) and in all second level schools.

- (1) Examiner in Oral tests at the Leaving Certificate Examinations
- (2) Examiner in Practical / Project tests at the Certificate Examinations

Closing date is **Friday 2nd December 2011**.



**Ceannais na Scrúduithe Stáit**  
State Examinations Commission

### Scrúduithe na hArdteistiméireachta 2012 CEAPACHÁN SCRÚDAITHEOIRÍ

Tá foirmeacha iarratais le haghaidh na bpost a leanas ar fáil ar an suíomh líne seo [www.examinations.ie](http://www.examinations.ie) agus i ngach scoil dara leibéal.

- (1) Scrúdaítheoir sna Béaltíacla i Scrúduithe na hArdteistiméireachta
- (2) Scrúdaítheoir sna Tíacla Prácticiúla / Tionscadail sna Scrúduithe Teistiméireachta

An dáta deiridh a nglacfar le harratais: **Dé hAoine 2ú Deireadh Fómhair 2011**.

# ICTU expresses concern at attempt to circumvent Labour Court

At its most recent meeting, the Executive Council of the Irish Congress of Trade Unions (ICTU) considered a submission from the Irish Federation of University Teachers (IFUT) on a matter relating to the Protection of Employees (Fixed-Term Work) Act, 2003 which, it was suggested, was of broad interest to workers.

The concern voiced by IFUT arises from a case in which an employee of UCC on a fixed-term contract received a lesser redundancy payment by virtue of her contractual status. On behalf of this person IFUT successfully contested this matter including at appeal stage in the Labour Court. All through the procedures UCC took a very combative legalistic position, engaging Arthur Cox and Co to act on their behalf. Notwithstanding that the Labour Court is normally regarded as a satisfactory forum to determine matters of this kind, UCC is appealing the case to the High Court on a point of law.

ICTU subsequently expressed its surprise in correspondence to Minister Ruairi Quinn that a public body would not be content to rely on state provided machinery for dispute resolution. The Labour Court is the fulcrum around which our voluntary system of industrial relations revolves. If the Superior Courts are to be used by public bodies in an effort to circumvent the Labour Court then we can hardly complain if private employers do the same. In the last few years that is exactly what has been happening with various challenges to the Labour Court and its ancillary bodies. This is gradually eroding the institutional architecture of the labour market. There is extensive academic literature which validates the comparative advantage afforded by the quality of institutions in small open economies.

There is another aspect to this matter which is disturbing to the Executive Council. The Labour Court is not provided with the means to defend its findings in the Law Courts and so does not generally do so. A worker is placed at a considerable disadvantage where public funds are used to try to overturn the findings of the Labour Court. Moreover, when so many people are enduring the pain of fiscal consolidation it seems hardly appropriate that large sums of public money should be used to engage the services of the most expensive law firm in the state, especially when UCC has a professionally staffed HR department.

ICTU has asked Minister Quinn to bring his influence to bear so that the matter can be allowed to rest on the basis of the Labour Court findings.

## Maximising your retirement lump sum

### How to get the maximum tax-free lump sum upon retirement

How much you can take tax-free depends on the size of the gratuity you receive from the Superannuation Scheme and any other gratuity from other employments (which may also include any severance payments).

Generally speaking the maximum you can take as a tax-free lump sum on retirement is 1 ½ times your final salary. This 1 ½ times lump sum figure takes account of all tax-free lump sum amounts including your Superannuation gratuity, your AVC and any other pension or severance lump sums.

In certain circumstances, you may be able to take an additional tax-free lump sum e.g. if you have over 40 years' pensionable

service and retire after your normal retirement age or have non-pensionable earnings (overtime, exam supervision, exam correction).

### Non – Pensionable Earnings

If you have non-pensionable earnings (e.g. extra income from exam supervision, exam correction etc.) you could use an AVC to increase the amount of money you can take as tax-free at retirement.

### Example

TUI member retires on a pensionable salary of €70,000 and has €5,000 non-pensionable earnings. Under Superannuation rules the maximum

he/she can take as tax free cash is €105,000 (1 ½ times final pensionable salary)

When the non-pensionable earnings are taken into account (increasing the salary from €70,000 to €75,000) the tax-free lump sum amount would increase to €112,500 (1 ½ times final salary) giving an additional €7,500 tax-free cash to this TUI member.

**For more information please call Cornmarket's Customer Service team on (01) 408 4050**

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# You could be entitled to a Permanent Contract/Contract of Indefinite Duration (CID)

## Are you a fixed term worker - ie a fixed term teacher/fixed term assistant lecturer/lecturer?

If your position is not permanent (either by way of a permanent whole-time contract or contract of indefinite duration) and you have either part-time or full time (timetabled) hours, then you are a fixed term worker.

## Protection of Employees Fixed Term Work Act 2003

The enactment of Protection of Employees Fixed Term Work Act 2003 arose from an EU Council Directive 1999/70 which had two specific purposes:

- To improve the quality of fixed term work by ensuring the application of the principle of non-discrimination;
- To establish a framework to prevent abuse arising from the use of successive fixed term employment contracts or relationships.

The Protection of Employees Fixed Term Work Act 2003 gives fixed term workers the following rights:

- The right not to be treated in respect your conditions of employment, in a less favourable manner than a comparable permanent employee.
- The right to receive written statements of terms and conditions of employment at engagement and renewal.
- The right to be informed by the employer of vacancies that arise for permanent positions.
- The right to have the employer facilitate as far as practicable, access to appropriate training opportunities.
- A right to a pro-rata contract if you are qualified for the position you hold.
- To be placed and progressed on the incremental salary scale
- The right to move from fixed term

work to permanency -once you commence your fifth twelvemonth successive employment contract with your employer, provided there are no valid objective grounds for fixed term renewals set out in writing in or with the preceding fixed term contract.

## Section 9 of the Protection of Employees Fixed Term Act States:

### Successive fixed-term contracts.

9.—(1) Subject to subsection (4), where on or after the passing of this Act a fixed-term employee completes or has completed his or her third year of continuous employment with his or her employer or associated employer, his or her fixed-term contract may be renewed by that employer on only one occasion and any such renewal shall be for a fixed term of no longer than one year.

(2) Subject to subsection (4), where after the passing of this Act a fixed-term employee is employed by his or her employer or associated employer on two or more continuous fixed-term contracts and the date of the first such contract is subsequent to the date on which this Act is passed, the aggregate duration of such contracts shall not exceed 4 years.

(3) Where any term of a fixed-term contract purports to contravene subsection (1) or (2) that term shall have no effect and the contract concerned shall be deemed to be a contract of indefinite duration.

(4) Subsections (1) to (3) shall not apply to the renewal of a contract of employment for a fixed term where there are objective grounds justifying such a renewal

- It is important therefore to get advice prior to signing any fixed term contract. Once you sign a contract then you are accepting the conditions set out in that contract.

- The right under certain conditions to be deemed to be employed on a contract of indefinite duration in accordance with Section 9(3) of the Act. Section 9(3) of the Act provides that once the four year threshold has expired that then the fixed term contract is transmuted into a CID by operation of law, unless there are objective grounds for not doing so.
- The right not to be penalised for taking a case under the 2003 Act.

## What objective grounds can prevent you from getting a CID?

The Rights Commissioners and the Labour court consistently state that the objective grounds relied on by the employer for not giving a CID must be:

- Justified as being for the purpose of achieving a legitimate objective of the employer and that
- Such treatment must be appropriate and necessary for the purpose.

In certain cases the Adjudicator/Rights Commissioners/Labour Court has found that the following objective grounds did not prevent a teacher/lecturer from being awarded a CID:

- The hours in the contract arose from concessionary hours
- Arguments put forward by the employer that the hours in the employee's contract were not viable into the future.
- The award of the CID would involve increased costs on the part of the employer
- Because of the Employment Control framework a CID cannot be awarded.
- There were objective grounds set out in that the teacher/lecturer was covering for someone on leave of absence in the first three years of her contract.
- The CID cannot be awarded because of public pay policy.

### Act now to prevent abuse

We are aware of teachers/lecturers who have been employed for in excess of 4 years and who have not sought a CID because they have either not pursued their rights and entitlements or they have not challenged the vague and or spurious reasons put forward by their employers for not giving them a CID. **If you do not have a CID/permanent contract then you have less security, your hours can be reduced or you can be more easily let go by your employer.**

**A number of teachers /lecturers with more than four years continuous service with their employer have been awarded CIDs (permanent contracts) as a result of bringing their case to the attention of TUI.**

The union made direct representations to their employer on behalf of these teachers. If such representations were unsuccessful the union then lodged their case with the Adjudicator or with the Rights Commissioner Service/ Labour Court.

If you think that you may be entitled to a contract of indefinite duration you should contact your union at the earliest possible date as there are time limits to sending an appeal to the Adjudicator or to the Rights Commissioner service.

Prior to contacting the union please consult circular letters (CLs) 34/2009 (qualified second level teachers) and CL 33/2009 (unqualified second level teachers). IOT Lecturers should consult Circular letter 93/2007. Other categories of TUI members may also be entitled to contract of indefinite duration, please contact TUI for advice.

### Adjudication Process

The details in relation to the Adjudication Process are set out in Circular letter 50/06 (second level) and Circular Letter 45/2006 (third level) (available on the TUI website).

An appeal can be made to the adjudicator through the union on behalf of a teacher/lecturer who:

- is a fixed term employee and
- is qualified for the position
- has more than 4 years continuous service and
- has been refused a contract of indefinite duration (CID) by his/her employer or
- has been awarded a CID but is unhappy with the terms of the CID (ie received less hours than they had envisaged receiving).

### 4 weeks to lodge an appeal

If you have been refused a CID or you have been awarded a CID but you are unhappy with the terms of the contract an appeal must be lodged within 4 working weeks of the date you were notified of the decision of the refusal to grant you a CID or of the decision to award you a CID for a lesser number of hours than you thought you were entitled to.

### Rights Commissioner Service – 6 month time limit

Appeals are lodged with the Rights Commissioner service by the union, under the provisions of the Protection of Employees Fixed Term Work Act 2003 on behalf of teachers/lecturers and other members who are claiming a CID.

***If you think you may be entitled to a CID it is important that you contact your union representative as soon as possible.***

## Is there anything that you can do if you have been awarded a CID contract as an Hourly Paid Part Time Lecturer/ Associate lecturer?

We are also aware that some Institutes of Technology are trying to utilise employment contracts that are not agreed with this Union (eg hourly paid Assistant Lecturers (HPALS) or Associate Lecturers). The Union is taking steps to challenge these Institutes as these proposed contracts discriminate against our members and are in breach of the academic structure outlined in collective agreements. Members are encouraged to report to their Branches as a matter of urgency any cases of Institutes using employment contracts that have not been agreed.



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# tuimail email addresses for all TUI Branch Officers



**Chairperson/  
Secretary/  
Treasurer/  
Equality Officer and  
School/College Representatives**

Following the adoption of the Structures Review Group Report at Congress 2010, generic email addresses were provided for all Branch Officers and School/College Representatives.

The final roll out of the generic email addresses has now taken place and School and College workplace representatives have been issued with their new emails.

***If you are a School/College Representative and have not received your new email address please let us know immediately.***

Unfortunately, there are still a considerable number of workplaces and college departments without named representatives. This places the members working in these areas at a large disadvantage as they will not be kept up to date with Union business. We at Head Office have email addresses ready and waiting to launch for these workplaces/departments but are unable to issue a username and password as we do not have an identified person available.

***It is vital that each workplace/department has a named person who will take responsibility for monitoring the email, regardless of whether or not they wish to act as School/College Representative. A name should be sent to reception@tui.ie or advised by telephoning Head Office 01 4922588.***

All communication from Head Office is now conveyed electronically with the exception of some materials which are not suitable for electronic communication. As well as providing immediate access to members on important issues, it will mean a considerable financial saving to the Union.

***It is very important, therefore, that Branch Officers and Workplace Representatives check the generic email account allocated to them on a regular basis as correspondence from the Union will no longer be sent by post.***

If you require any assistance with your new email account, please contact Marie Sandland; msandland@tui.ie or 01 4922588



## Show Racism The Red Card Creative Competition 2012

Please note that the deadline for entries is February 2012

Students must watch the Show Racism the Red Card DVD prior to production of work. (Contact 01 6453096 or info@theredcard.ie to obtain DVD).

After watching the DVD, participants are asked to produce written, visual or audio-visual entries on the themes of the DVD.

Written work should be no longer than 500 words. Written work can be in the form of news/ feature article or as a poem/essay or personal testimonial. Visual work should be sent in as Jpeg entry. Audio-visual work should be no longer than 5 minutes. Entries must have some relevance to the themes of Show Racism the Red Card DVD such as racism and diversity.

While we can accept multiple entries, we would ask that you make a selection to submit.

Useful resources: [www.youtube.ie/theredcardire](http://www.youtube.ie/theredcardire)  
[www.theredcard.ie/teachers.php](http://www.theredcard.ie/teachers.php)  
[www.theredcard.ie/videos.php](http://www.theredcard.ie/videos.php)  
[www.theredcard.ie/gallery\\_art\\_competition.php](http://www.theredcard.ie/gallery_art_competition.php)



CONGRATULATIONS ARE EXTENDED TO PHASE 4 DIT PLASTERING STUDENT GARY CONDON WHO WON THE GOLD MEDAL AT THE WORLD SKILLS INTERNATIONAL COMPETITION IN LONDON IN OCTOBER

## Next summer, do something different

Nurture Africa needs secondary school teachers to work on a 3-week or 5-week voluntary placement in Uganda, in July or August 2012. This is an opportunity for you to use your skills, share your knowledge and connect with Ugandan communities.

Help make a difference in the lives of vulnerable children.

For further information please contact Miriam Lewis:  
 Call/text 087 644 5617 Email [miriam@nurtureafrica.ie](mailto:miriam@nurtureafrica.ie)

[www.nurtureafrica.ie](http://www.nurtureafrica.ie)



HEALTHCARE & EDUCATION FOR VULNERABLE KIDS IN UGANDA  
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# An Indian Summer with Global Schoolroom

by TUI member Maria Hurley

The snow lay compacted on the ground as I made my way to Warrenmount in the Blackpitts area of Dublin for interview last December. An e-mail had caught my eye a few weeks previously from a Dublin based organisation called Global Schoolroom looking for Irish teachers to volunteer to work with teachers in North-East India for the month of July.

By the New Year my summer compass was set east along with about 30 other teachers. For the next six months we got to know each other well during the various training/orientation sessions which covered matters relating to health, culture, language and work. We became familiar with the Diploma in Education which Global Schoolroom has developed with UCD, and which is delivered over three years to help improve education in what is a very underdeveloped and almost forgotten part of India.

In April four Indian graduates who had just completed the programme visited Ireland. It was at this stage that I met Joycelyne Kharumnuid, with whom I would be working along with Jenny Dooley-Ryan, a primary school teacher from Limerick. We were destined for Mawlai Parish, Shillong one of Global Schoolroom's ten centres in the region.

The memory of the marathon journey there soon evaporated as we experienced the most wonderful hospitality of our hosts, Salesian priests who run many of the schools in the region. The weather was mild and surprisingly dry for what should have been the rainy season so we felt surprisingly at home in a short space of time.

The Indian teachers were welcoming and glad to avail of the opportunity to spend their two week's summer vacation participating in this programme. Many had little if no formal training and their enthusiasm to engage was truly inspiring. The first two weeks comprised of workshops where topics such as planning, methodologies, educational psychology, and classroom management were explored. The evenings were spent teasing out the best way to present the material, and equipped with chart paper, markers and blue tac (and some mentoring from Jenny) I soon became adept at making visual aids without the aid of the Internet and Powerpoint. Gradually the walls of the Parish Hall filled with charts as we hoped the minds of our participating teachers did with new ideas.



GRADUATION DAY, JOYCELYNE KHARUMNUID, MARIA HURLEY, FR ROWLAND, COLETTE, JENNY DOOLEY-RYAN.

The second two weeks were to see the application of the workshops, as we visited the teachers in their schools to observe Teaching Practice. Classes tend to be very large and resources scarce so many teachers traditionally rely on direct teaching. It was amazing to see the more active, child centred methodologies which were covered being put into use and also the incorporation of lesson planning which to many was a new concept. The teachers' capacity to experiment with new methodologies, embrace feedback, and work together was hugely commendable.

The last day of the programme saw an outpouring of gratitude culminating in speeches, songs and presentations. However to be honest I think I gained far more than I gave during the month of July. In a time when teaching is becoming increasingly supported by technology it was great to be reminded of the essence of good practice, the importance of reflection and the synergy which can be achieved by working and learning together.

I am grateful to have had the opportunity to be part of this year's team and wish to thank the many people who contributed in innumerable ways to this experience. I would especially like to acknowledge sponsorship from family, friends, colleagues and the fundraising efforts by the staff and students of the College's Beauty Therapy Department and contributions from organisations connected with same. It all helped to make the global schoolroom experience a huge success, and one that will live on long after the summer is gone.

To apply for a place on Global Schoolroom 2012, please complete the application form available on [www.globalschoolroom.net](http://www.globalschoolroom.net).



AGNES AND HER CLASS IN ST ALOYSIUS'S, SHILLONG

# TUI in the media

– a small sample of issues recently addressed by the union in the national media

## Privilege bias at expense of marginalised must end now

- *Opinion editorial by TUI General Secretary Designate John MacGabhann, Irish Independent 26/10/11*

“The State is underwriting privilege for a small minority at the expense of the 95% of families that choose not to or cannot afford to send their sons and daughters to fee-paying schools. As it stands, this unconscionable bias translates into better lifelong chances for a tiny minority – about 5%.”

## Teachers plan to challenge lower rate for new entrants

- *Irish Independent 25/10/11*  
“We remain gravely concerned by a situation that allows two teachers or lecturers doing the same work to be paid from different pay scales,” said a TUI spokesperson.

## Number of Junior Certificate subjects to be limited to eight from 2014

- *Irish Times 21/10/11*  
The move to delay the introduction of the eight-subject exam has been welcomed by teachers’ unions. The general secretary of the Teachers Union of Ireland, Peter MacMenamin said that, in making this announcement Mr Quinn had avoided “chaos” in schools next year and would allow consultation to further investigate concerns with regard to the move.

## TUI: Junior Cert proposal could cause chaos

- *RTE 18/10/11*  
The Teachers’ Union of Ireland has expressed concern at the potential impact of a Government proposal to limit the number of Junior Certificate exam subjects to eight for next year’s first year students.



TUI PRESIDENT BERNIE RUANE, FRONTLINE, RTE

## One in ten children miss class for 20 days

- *Evening Herald 12/10/11*  
President of the Teachers Union of Ireland (TUI) Bernie Ruane told the Herald that the issue of absences was “one of the most serious”.

“We’ve found that one the big reasons for high absenteeism is the lack of year heads now in schools. Each school year at both primary and second level should have a year head. They play a vital role in ensuring children are motivated to go to school and also are integral in communicating regularly with parents.

## RTE 1’s Frontline programme, Monday 3/10/11

TUI President Bernie Ruane on panel debating the continued State subvention of fee-paying schools. General Secretary Designate John MacGabhann made contribution from audience.

## TUI claims findings are only of ‘archaeological’ relevance

- *Irish Times 14/9/11*  
THE OECD report has drawn a furious response from the Teachers Union of Ireland (TUI), which claims its “dated” findings are only of “archaeological” relevance. It described elements of the report as being “beyond historic” in terms of its current relevance.

## Teachers report ‘beyond historic’

- *Irish Examiner 14/9/11*  
Unions have hit out at the report, saying it gave a historic view of teacher pay. Teachers’ Union of Ireland president Bernie Ruane said the report was “beyond historic” in terms of its current relevance. However, she pointed out that key indicators, not based on economic factors, endorse the job being done by Irish teachers.

## TUI sets up helpline as retirement queries surge

- *Irish Independent 10/9/11*  
SO many secondary school teachers have been making enquiries regarding early retirement, the Teachers’ Union of Ireland (TUI) has had to set up a special helpline to deal with their queries.

## Yates’ education comments contested

- *Letter to the Editor, Irish Examiner 5/9/11*  
IVAN Yates makes several assertions (Opinion, September 1), some of which are completely false, some of which need to be put in a proper context, and some of which defy logic.

He states that teachers are allowed 21 days absence without certification. This is misleading nonsense. Independent research from Behaviour and Attitudes shows that second level teachers work an average of 46 hours per week when

duties outside scheduled timetable hours are included. This equates to teachers working 1,536 hours, or over twice that referred to by Mr Yates. Teachers will also work an extra hour every week as part of the Croke Park Agreement at a time when many have had their hours cut and take home pay has been hit by up to 20%.

**Unfair advantage?**  
- *Sunday Times 4/9/11*

‘Peter MacMenamin, general secretary of the Teachers’ Union of Ireland (TUI) argues that this 50% state funding is no longer tenable. “I believe parents should have freedom of choice,” he said. “But not at taxpayers expense.

**President Bernie Ruane interviewed on RTE Radio 1’s News At One regarding cuts to LCA programme - 1/9/11**

**Cut to Leaving Cert Applied criticised**  
- *Irish Times 1/9/11*

IN THE latest education cutback, the

Department of Education is not filling the vacant post of national co-ordinator of the Leaving Certificate Applied. The move has been sharply criticised by the Teachers’ Union of Ireland, which said it may be motivated by “academic snobbery”.

**Now not the right time for changes to Junior Cert - teacher union**  
- *Irish Independent 27/8/11*

The Teachers’ Union of Ireland - one of the two teacher unions whose agreement would be needed to make any new assessment system work - urged the minister to hold off on any such proposals for the next one or two years.

“In the context of the current climate of education cuts, now is not the time for sweeping educational reform,” union general secretary Peter MacMenamin said.

**‘Leave those kids alone’**  
- *The Star 27/8/11*

CASH-strapped schools have been so badly hit by cuts that they can only provide a “skeletal education service” so now is not the time to change the Junior Cert, a teachers’ union warned yesterday. The Teachers’ Union of Ireland yesterday came out against implementing Junior Cert curriculum changes as a way of slashing budgets unless it is done for education.

**Drop in students taking vital subjects due to budget cuts**  
- *Irish Independent 18/8/11*

President of the Teachers’ Union of Ireland (TUI), Bernie Ruane, said this year’s results illustrate the real effects of education cutbacks.

“We are gravely concerned by the fall in the number of students completing the Leaving Certificate Applied programme and also the fall in the number of distinctions and merits achieved in it this year.”

**Now enrolling!**

Hibernia College is now enrolling for its primary and post-primary teacher education programmes. Both are academically accredited by HETAC and professionally accredited by the Teaching Council. Because the programmes are delivered through a blend of online and onsite tuition, they are ideal for anyone who wishes to structure their study around personal and work commitments.

**Higher Diploma in Arts in Post-Primary Education**  
Based on our highly successful Primary Education programmes, this new programme was established to encourage a broader range of people to consider post-primary school teaching as a career. The programme includes three blocks of school experience and professional practice and onsite workshops at weekends.

**Higher Diploma in Arts in Primary Education**  
Established in 2008, graduates from this programme now work as primary school teachers and principals around the country. The programme includes three blocks of school experience and teaching practice, three weeks in the Gastacht and onsite workshops at weekends.

**What Next?** For more information and to apply, go to: [www.hiberniacollege.com/hdip](http://www.hiberniacollege.com/hdip)

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Telephone: +353 1 6810168  
academicalffairs@hiberniacollege.net

Hibernia College is a HETAC accredited online college offering quality assured, blended and online education programmes.

# Lennart Reichenbach - an appreciation

In early September staff and students at Galway-Mayo Institute of Technology learned with great sadness of the untimely passing of Lennart Reichenbach, lecturer in French, following an illness diagnosed six months previously. He bore his illness with dignity and great courage. His death at 45 years of age came as a shock to all who were privileged to have known and worked with him.

Born in Germany to Delia Finnegan from Co. Mayo and Hans Reichenbach from Germany, Lennart completed his secondary education in Compiègne, France and graduated in Journalism and French from the University of Poitiers. He became a journalist and newsreader at Radio France. He then came to NUI Galway for postgraduate studies and was subsequently appointed to its French department. In 2001 Lennart was appointed to GMIT as a lecturer in French in the Institute's School of Humanities. In addition to his native French, Lennart spoke English and German equally fluently. It was while living in France and during one of his regular visits to Co. Mayo that he met Mairéad Phillips who was to become the love of his life and his reason for moving to Galway.



Lennart was respected by colleagues and students for his innovative approach to teaching Applied French to Business, Heritage, and Hotel Management students. Very much at home with information technology, he put in place blended language learning and played an advisory role in the Institute's purchase of two state-of-the-art language laboratories. He regularly updated GMIT's Languages website and was a major contributor to its annual Languages & Culture Day, having established enduring contacts with schools in counties Galway and Mayo. His love of language was obvious to his students and he was also active in GMIT's Socrates partnerships with its partner colleges in France. He was the author of *Allons en France 1 & 2*, textbooks for Junior Cycle French.

The Institute is to award a perpetual trophy named in his memory for proficiency in French as a major subject at Honours degree level.

Lennart was a great colleague and a staunch supporter of his Union, which had successfully worked for his promotion at GMIT. His wit, infectious smile and engaging manner made him very popular with his colleagues and in particular with his students, young and mature, and the numbers of these, past and present who attended his funeral amply bore testament to this.

Lennart embarked on his final journey on September 9th. His eldest son John had started secondary school the week before and classmates and teachers, together with colleagues from GMIT and former colleagues from NUI Galway formed a guard of honour at Salthill Church, Galway. Those in attendance at his funeral mass included family and friends who had travelled from France.

Above all, Lennart was devoted to his beloved wife Mairéad and their three children John, Joe and Marianne, to whom we extend our very deepest sympathy.

Que Dieu le bénisse.

## Draft Code of Professional Conduct for Teachers published

The Teaching Council has published a revised Code of Professional Conduct for Teachers for consultation. The draft Code identifies the core values that characterise the work of teachers and sets out the required standards of professional conduct and practice.

The publication of the draft Code marks the beginning of a comprehensive consultation process with registered teachers and the partners in education. Following a focus group of registered teachers next week, submissions will be invited via an online consultation process. Once finalised, the Code will apply to all registered teachers.

The Code sets out the ethics that underpin the teaching profession and the standards of professional conduct expected of a teacher specifically in the areas of values and relationships, professional integrity, conduct, practice and professional development.

Among the new professional commitments proposed for the Code are:

- a requirement for teachers to communicate appropriately with pupils/students, colleagues, parents, school management and others via electronic media including email, texting and social networking sites
- a requirement for teachers to actively maintain and improve professional

knowledge and understanding to ensure that it remains current

- a requirement that teachers should not access, download or otherwise have in their possession, at any time or in any place, illegal materials/images in electronic or other format

Engaging in conduct which is contrary to the Code is defined in the Teaching Council Act, 2001 as professional misconduct. If a complaint is made about the professional conduct of a registered teacher, the Council will have the authority to investigate the complaint and deal with it through its disciplinary procedures.

# RMA News

We have just returned from our Autumn Break in Kelly's Rosslare and as you can see from the photos we had a great time. There were over seventy of us in Kelly's and the weather was amazing. It was mild and sunny enabling many to stroll on the beach and make full use of the amenities. We had a full morning with Helen Dillon who used the development of her garden in Ranelagh as the basis for her talk on garden development. Apart from being instructive it was also very amusing. In the afternoon we had Sandra Cosgrove instructing us on plants and where to put them and how to care for them. Sandra also gave us notes on her talk and poppy seeds to plant when we got home. For those who were not interested in gardening there were plenty of other things to do. Some went for power walks (well not many really). Others threw horseshoes and one of our members won a prize for this event. The next day we went to New Ross and the Bunclody Famine ship. This was a very worthwhile visit and there is a wonderful explanation of life on board the ship and how it must have been for the passengers both rich and poor. This is done using actors and is most effective. After lunch in the Ferrycarrig Hotel shopping was done in Wexford town which was in festive mood as the Opera Festival was in full swing. Needless to say all enjoyed their stay and are already looking forward to our Spring Break.

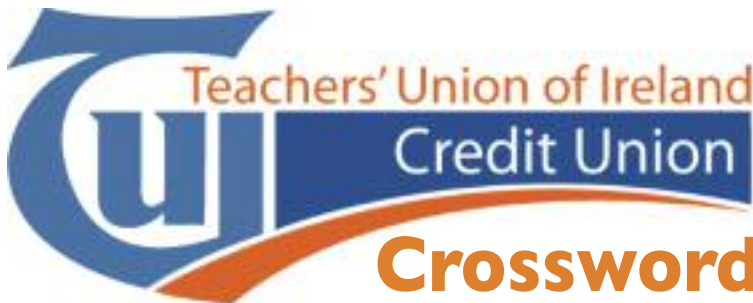
You will have seen the response to the Draft Bill on the new pension scheme for new entrants for the Public Service by the teacher unions. What you may not have seen is the drive by certain elements in the Private Sector to apply these drastic pension proposals to existing Public Service Pensioners. If you don't believe me, read the editorial in the Irish Times, Monday 3rd October. I quote "The logic of the pension reform proposed requires a balanced sharing of the burden of

adjustment. That should involve spreading the burden to include existing public servants. The Government should make it clear it intends to do so. Without such a commitment, these reforms will prove both inadequate and inequitable". We certainly believe that they are inequitable but that the solution is to apply this inequity onto everybody just beggars belief. On the following Thursday the Irish Times published an article by Dominic Coyle reporting that employers in the private sector were calling for exactly what the leading article was advocating. What does that tell us about the great liberal newspaper, that it is only liberal in social matters but that in relation to financial matters it is the most conservative or anti Public Service. We have to be vigilant and protest as best we can to preserve our pensions and to fight for the pensions of future teachers.

We have had two more local Area meetings, one for the North Dublin Branch and one for the South Dublin Branch. Both went well and have provided a number of volunteers to carry the work forward. One of the strong proposals from the meetings was for a single Branch for the Dublin Area. A feature of these meetings is a presentation by Cornmarket of what services they offer for pensioners, this has proved very helpful and will continue to be a feature of these meetings. The next Area meeting is being held in Mallow on the 25th October and involves the counties Cork, Kerry and Limerick.

*Christy Conville.*





# Crossword

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

Congratulations to  
**ÁINE PURCELL,**  
**SCARIFF COMMUNITY COLLEGE,**  
**CO CLARE**  
*September 2011 edition winner*

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

Name \_\_\_\_\_

Workplace \_\_\_\_\_

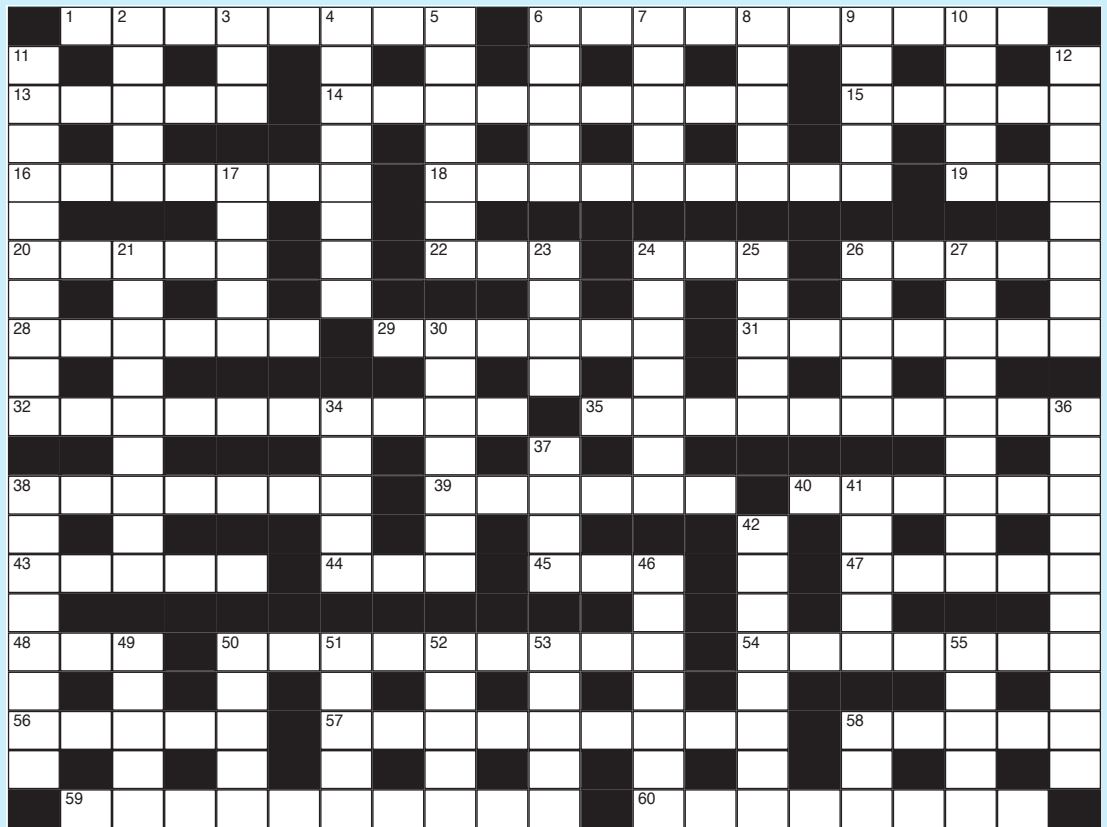
Address \_\_\_\_\_

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

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

Send entries to TUI Crossword  
 November '11, TUI, 73 Orwell  
 Rd, Rathgar, Dublin 6

Closing date for entries:  
 Friday December 16th



**Across**

- 1 The most successful independent Irish film in Irish box office history. (3,5)
- 6 Italian dessert made with eggs and Marsala wine (10)
- 13 A species of thrush, the male is all-black (5)
- 14 A form of torture involving beating the soles of the feet (9)
- 15 A small moon or planet (5)
- 16 Not lawful (7)
- 18 Am. – synthetic element (9)
- 19 An affirmative vote or voter. (3)
- 20 One of the nine Muses, the goddesses of music, song and dance. (5)
- 22 A preparation of pulses which have been stripped of their outer hulls and split. (3)
- 24 The hair of mammals. (3)
- 26 A code for representing English characters as numbers, with each letter assigned a number from 0 to 127 (5)
- 28 Author of Juno and the Paycock (1,5)
- 29 \_\_\_\_\_ Street - the fictional cul-de-sac in which 'Neighbours' live (6)
- 31 Rigby or Roosevelt? (7)
- 32 A small-scale sewage treatment system common in areas with no connection to main sewage pipes provided by local governments or private corporations (6,4)
- 35 A constellation in the northern sky. (10)
- 38 A belt worn over one shoulder that is typically used to carry a weapon, bugle or drum. (7)
- 39 Parodies or satires (6)
- 40 Northside suburb of Dublin, Ireland. (6)
- 43 A small village in the south of County Mayo. (5)
- 44 A sudden, repetitive, non-rhythmic, stereotyped motor movement or vocalization involving

- discrete muscle groups. (3)
- 45 Irish actor, star of The Crying Game - Stephen \_\_\_\_\_ (3)
- 47 A member of either species of the *Taurotragus* genus of antelope (5)
- 48 Common abbreviation of US state Florida (3)
- 50 Sonny Corleone was killed at one of these (4,5)
- 54 A small glazed ceramic or glass serving bowl (7)
- 56 Comic performer; characterised by coloured wigs, stylistic makeup and outlandish costumes (5)
- 57 A little-known person or thing that emerges to prominence (4,5)
- 58 \_\_\_\_\_ Spencer, 2006 novel by Roddy Doyle (5)
- 59 Michael \_\_\_\_\_, Irish actor who won best actor prize at the 2011 Venice Film Festival (10)
- 60 Albert \_\_\_\_\_, theoretical physicist who developed the theory of general relativity (8)

**Down**

- 2 A genus of deciduous trees and large shrubs native to the temperate northern hemisphere. (5)
- 3 A solid, jelly-like material. (3)
- 4 One who shoots a crossbow. (8)
- 5 A person who acts treacherously or underhandedly. (7)
- 6 Former name of the Democratic Republic of Congo. (5)
- 7 A type of pakora, an Indian version of vegetable fritter. (5)
- 8 City in NE China, the hometown of writer Mo Yan. (5)
- 9 Monotheistic religion articulated by the Qur'an, (5)
- 10 A covert agent or mercenary of feudal Japan

- specializing in unorthodox arts of war. (5)
- 11 Making, given to, or marked by noisy and vehement outcry. (10)
- 12 Capital of Jersey. (2,6)
- 17 A garment covering the hand (5)
- 21 solo or group singing without instrumental sound (1,8)
- 23 Village in Ireland dating back to St. MacCullin. (4)
- 24 Position in rugby. (3,4)
- 25 Tall, grass-like plants of wet places. (5)
- 26 A town in SE Togo. It is situated 45 km east of the capital Lomé (5)
- 27 a district in the west of Ireland consisting of a broad peninsula between Killary Harbour and Kilkieran Bay in the west of County Galway. (9)
- 30 Of or relating to amnesia (7)
- 34 Understood or implied without being stated. (5)
- 36 Native of 42 Down. (10)
- 37 Descendants of the Dutch-speaking settlers of the eastern Cape frontier. (4)
- 38 The patron saint of Germany, Tailors and Brewers. (8)
- 41 A watery or thin mucous discharge from the eyes or nose. (5)
- 42 Granite City. (8)
- 46 Fraxinus (3,4)
- 49 A small town near Arklow, in County Wicklow, made famous by Ballykissangel. (5)
- 50 Capital of Tunisia (5)
- 51 A serving device, typically for soup. (5)
- 52 Feeling weary because one is unoccupied or lacks interest in one's current activity. (5)
- 53 Different in nature or kind. (5)
- 55 Native tree of New Zealand (5)
- 58 A natural or artificial hole or cavity in the ground. (3)