

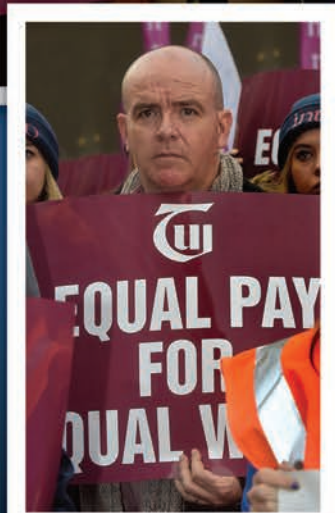


TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

VOL.39 / NO.2

November/December 2016



A Word from the President – Joanne Irwin

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Front cover images:
Equal Pay For Equal Work rally
outside Dáil, 27th October 2016

Ongoing campaign for pay parity and job security

Colleagues, since the last edition of TUI News, significant progress has been made in the union's ongoing campaign for pay parity and job security for members.

The union's strategy, endorsed by members in January and again in May 2016 in national ballots, has been to have - and to use - a mandate to secure negotiations and, through those negotiations, to make steady progress.

On 16th September, details of the outcome of the discussions between TUI, the INTO, the Department of Education and Skills (DES) and the Department of Public Expenditure and Reform (DPER) were announced - the value of the honours primary degree allowance (€4,918) will be incorporated into a revised salary scale for those teachers who entered the profession since 1st February 2012. Half of this adjustment will be made on 1st January 2017, with the remaining half made on 1st January 2018.

In addition, the entitlement of teachers to a Contract of Indefinite Duration (CID) after two years is providing accelerated job security and the implementation of a

mandatory sequence for the filling of new hours/posts so that they are offered, in the first instance, to existing part-time teachers is making a real difference in the fight against casualisation of the profession.

Similarly, the entitlement to a CID after two years as a result of the implementation of the Cush report is providing third level members with increased job security.

Talks are ongoing with the DES to address part-time and fixed-term employment for Youthreach Resource Persons and Youthreach Co-ordinators.

Next step – restoration of HDip allowance

These are hugely important steps towards the elimination of casualisation and the achievement of the ultimate aim of full pay parity, but there is more to be done. The next step required is full equalisation of pay between teachers recruited in 2011 and those recruited on or after 5 Dec 2011. This requires restoration of the H. Dip allowance. In October, TUI brought this issue to the appropriate forum – the Teachers' Conciliation Council. Given the huge financial sacrifices made by those undertaking the Post Graduate Masters in



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Printed by:
Typecraft Ltd.



TUI PRESIDENT, JOANNE IRWIN

Education (PME) - including payment of tuition fees and the opportunity cost of undertaking a 2-year programme during which they are not in a position to earn a salary from teaching - we believe that we have a very compelling case.

Overall aim – pay parity between those employed before and after 1st January 2011

The remaining over-arching issue of returning those members who entered the profession on or after 1st January 2011 to full pay parity with those who entered before that date will be considered by the Public Service Pay Commission. The DES and DPER have committed to this in the agreement reached with the TUI and INTO on 16th September. The principle that pay parity must be restored has been supported by ICTU and recognised by government.

The Commission is due to submit a report to Government early in 2017. As TUI has publicly stated on numerous occasions, it is the union's unambiguous expectation that the Commission will, as a matter of urgency, address the inequity of differential pay rates. TUI will also demand full pay parity through any collective discussions which may commence.

Members can be assured that the union's campaign will continue until full pay parity has been achieved.

Sectoral updates – real gains for TUI members

Clearly, the union has placed an extremely strong focus on the issue of pay parity. However, we have also made real, tangible progress on several other fronts across the Post-Primary, Further/Adult Education and Third Level sectors as a result of gains made and commitments secured in the DES/TUI Agreement, May 2016. These gains are set out in detail elsewhere in this edition. Furthermore, the union anticipates more progress on key issues in every sector in the coming months.

Current talks

At the time of going to print, the union is engaged in discussions on issues of concern to teachers. These discussions follow an invitation that issued on 8th November from the Chair of the Teachers' Conciliation Council to ASTI, INTO, TUI, DES and DPER – all of them party to the TCC. Members will be updated on any developments in this regard.

Pay Restoration - LRA

TUI has requested an urgent meeting of the Public Services Committee of ICTU to discuss faster pay restoration under the LRA and the Union has sought that talks towards a successor agreement will commence early in the New Year.

Third level funding – corporate levy should be applied

The findings of a recently published Higher Education Authority (HEA) financial review of Institutes of Technology will have come as little surprise to TUI members. Funding cuts have wreaked severe damage on the working conditions of lecturers and the educational experience of students.

Urgent, additional funding is required for the sector. In responding to the report, TUI once again reiterated its call for the application of a 1% levy to corporate profits in order to generate additional

funding for the resource-starved higher education sector.

The corporate sector derives direct and invaluable benefit from the availability in Ireland of a highly skilled, graduate labour pool which is the product of extensive higher education provision. This would be a potential new source of funding and emphatically not an alternative to exchequer funding of higher education.

International endorsement for Irish teachers and lecturers

The OECD's latest Education At A Glance indicators once again endorse the work of Irish teachers and lecturers.

At second level, teachers work more hours than OECD and European norms. At third level, the ratio of students to teaching staff is way above the international average, despite Ireland enjoying a significantly higher level of third level attainment than other OECD countries.

Meanwhile, the high proportion of the Irish population between the ages of 15 and 29 neither employed nor participating in education makes clear the need for increased options for this cohort. In this regard, the artificial cap on student numbers in the Post Leaving Certificate (PLC) sector can no longer be justified.

You are your union

As the end of another calendar year approaches, we urge all members to participate in the democratic structures of TUI. Take an active role in shaping the policies of the union. Attend Branch meetings and make your voice heard.

Joanne Irwin

Pay Parity & Job Security

Progress made, campaign continues

TUI is committed to the elimination of the discriminatory pay scales that have been imposed on teachers and lecturers who entered the profession on or after 1st January 2011. Our campaign and commitment will continue until this objective has been achieved.

The strategy, endorsed by members in January and again in May 2016 in national ballots, has been to get and deploy a

mandate to secure meaningful negotiations in order to make tangible progress. We have utilised every opportunity in accordance with our mandated strategy and have made real, measurable, regular progress in our campaign for pay parity and against casualisation. Simultaneously, we have also made real, tangible progress on other fronts – in relation to Second Level, Further/Adult Education and Third Level

issues. The details are set out in this edition.

We devised and deployed our strategy early, almost a year ago. We have used the mandate given by members to good - and continuing - effect. We have secured much and, through our ongoing campaign, we are confident that we will secure more – most especially in respect of pay parity.

What cuts were inflicted on new entrants?

January 2011	10% cut to salary and allowances
December 2011	Qualifications allowances capped at the value of the Honours Primary Degree
February 2012	Qualifications allowances abolished for those appointed on or after 1st February 2012

Campaign timeline – What has TUI achieved?

2013

Under the Haddington Road Agreement

Contract of Indefinite Duration (CID) qualifying period reduced to three years
Improved pay scales for 2011 & 2012 entrants
Reversal of 10% cut to allowances

2014

Ward Report on Fixed-term and Part-Time Employment at second level issued in September 2014

Circular Letter 24/2015 implements the Ward Report recommendations.

As a result, the qualifying period for CID reduced - two years for initial CID and one year for additional CID hours (effective from September 2015)

2015

Junior Cycle Agreement accepted by TUI members in national ballot

- Professional Time for each full-time teacher – 40 minutes per week (22 hours per year) – September 2017 – Circular Letter 24/2016
- Class contact time – max. of 21 hours 20 minutes per week – September 2017
- 550 additional wholetime teaching posts (funded in Budget 2017) to support Professional Time – September 2017.
- Other funded hours (not S&S) to support Junior Cycle – for SLAR co-ordination etc. – Circular Letter 24/2016
- Additional funded 'management resource hours' (not S&S) to support administration of Junior Cycle including Assessment Task – Circular Letter 24/2016

2016

- January** TUI national ballot on issues not covered by Lansdowne Road Agreement including new entrant pay & casualisation
- February** Strike at Third Level – 3rd February;
Second Level strike, scheduled for 24th February, deferred after meaningful talks offered
- March to May** Intensive negotiations between TUI and Department of Education and Skills (DES)/Department of Public Expenditure and Reform (DPER)
DES/TUI Agreement, May 2016 secures a range of gains for TUI members across the sectors. Agreement is democratically accepted by TUI members following national ballot.
- May** **Cush Report on Fixed Term and Part-Time Employment at third level** issued.
Circular Letter 41/2016 implements the Cush Report recommendations. As a result, the qualifying period for a CID is reduced to two years for initial and one year for a further CID for additional hours.
- 31 August** **Circular Letter 59/2016** negotiated by TUI - all new hours/posts must be offered to existing teachers (not on full hours); initial appointment can be permanent; if a school/scheme falls below 95% permanency, permanent posts can be offered
- 16 September** **Agreement** negotiated by TUI & INTO with DES and DPER. The value of the Honours Primary Degree allowance (€4,918) incorporated into revised scale for 2011 and 2012 entrants (in two phases, 1st January 2017 & 1st January 2018)
- October** **Budget 2017**
880 new posts (guidance, resource & increase in student numbers etc.) + **550** new posts (Junior Cycle professional time). **Circular Letter 59/2016** applies: hours must be offered to teachers on part-time hours in the first instance, which will assist in tackling both casualisation and income poverty.
- TUI claim for restoration of H. Dip. Allowance** – lodged with Teachers' Conciliation Council

Next Steps

Public Service Pay Commission**Securing full pay parity for all post-1 Jan 2011 entrants is key priority.**

Referenced by the DES and DPER in the document of 16th September.

Achieving **parity of pay based on pre-2011 rates** affects the broader public service and can most effectively be addressed by a common approach with the other public sector unions, either through the Public Service Pay Commission (which is due to submit a report to Government in the second quarter of 2017) or through such other collective discussions as may be commenced. TUI will press for a vigorous, unified campaign in this regard that will deliver pay parity as quickly as possible.

Second level update

The DES/TUI Agreement, May 2016 covers a range of key issues of importance to members across the sectors represented by the TUI. What follows is a brief update on the status of the various issues at second level. It is important to note that, since May, there have been intensive negotiations on these issues and that these negotiations are ongoing.

In addition, implementation of the 2015 Agreement “Junior Cycle Reform – Joint Statement on Principles and Implementation” and its Appendix is continuing and the Union is using the regular meetings of the Implementation Committee established under that Agreement to address any issues that arise.

DES/TUI Agreement, May 2016

Fixed-Term and Part-Time Employment

The TUI has secured a hugely significant advance in the battle against casualisation. Circular Letter 59/2016 which was the subject of an extensive report in the September edition of the TUI News gives real hope and tangible benefit to members in part-time and fixed-term positions. We now have a mandatory sequence for the filling of new hours/posts that requires the employer to give these hours in the first instance to existing part-time teachers. This Circular applies to all posts/hours that arise with effect from 31 August 2016. It will result in substantial improvements in the income of the affected members and its effects will continue year after year. In getting this Circular we have secured a long standing objective of the Union – a means of ensuring (and, where necessary, enforcing) fairness. The Circular also confirms that initial appointment can be made on a permanent basis and that 95% of a school's/scheme's allocation can be permanent.

Discussions are due to commence shortly on the implementation of the medium and long term recommendations of the Ward Report.

Posts of Responsibility

A review of school management structures has commenced. TUI has made significant initial progress in that additional funding for posts of responsibility is provided for in Budget 2017. The Department of Education and Skills has also confirmed that there is no question of budgets for posts of responsibility being devolved to schools as had been suggested by some management bodies.

The 16th September 2016 document agreed by TUI and INTO with the Department of Education and Skills and the Department of Public Expenditure and Reform sets out principles that will apply to the review of posts.

Review of Croke Park Hours

As a first measure in this review, the TUI negotiated an increase in the number of hours (within the total of 33) available for planning and development work on other than a whole-school basis (Circular Letter 45/2016 refers).

With effect from the beginning of the 2016/17 school year, an amount of time up to 8 hours (of the 33 hours) is available for planning and development work on other than a whole-school basis. From the commencement of the 2017/2018 school year, this increases to 10 hours (of the 33 hours). These hours can be done in tranches of no less than 30 minutes.

The overall review in relation to ensuring a more professional use of the 33 hours has commenced. Following an internal consultation process, TUI has made a formal submission on the issue. Further meetings are scheduled with a view to meeting the commitment that any changes agreed will be implemented in the 2017/2018 academic year.

Data Management

Meetings have been held in respect of this issue with the objective of streamlining the content and timing of data requests to the fullest extent possible and minimising the impact of data collection on

schools/centres. Arising from our discussions with the DES, a project team within the Department of Education and Skills is considering technical matters that have to be addressed.

Our thanks to representatives from the PDA and AEOA for their assistance on this issue.

Inspections

There have been meetings with the Department with a focus on clearly identifying and delimiting the administrative and reporting requirements associated with inspections. As envisaged by the DES/TUI Agreement, May 2016, revised guidelines on inspections have been developed and have issued.

Junior Cycle Reform – Joint Statement on Principles and Implementation

There have been regular meetings in relation to the implementation of the new Junior Cycle, including meetings of the Implementation Committee and meetings with relevant agencies such as the NCCA, JCT and the SEC. Issues regarding:

- provision of Professional Time for teachers of English
- arrangements in respect of time for facilitating SLAR meetings
- the use and allocation of management resource hours

have been brought to the Implementation Committee for resolution.

The TUI, through the Implementation Committee, has also ensured that guidelines issued to teachers of English and has secured a commitment that there will be an in-built review clause in subject specifications.

Matters relating to the content and quality of CPD have been discussed and discussions are underway in terms of templates for school reports.

Third level update



The TUI has also demonstrated how timetable needs to be structured when the guaranteed professional time for all teachers is introduced in the 2017/2018 academic year.

To fund the Professional Time, guaranteed by the Junior Cycle Agreement, 550 new, additional whole-time equivalent teaching posts have been provided for in Budget 2017, on a fully funded basis. In accordance with CL59/2016 - negotiated by the TUI - these hours will now be given to existing part-time teachers in the first instance.

Teachers' Conciliation Council (TCC)

Supervision & Substitution (S&S)

At the Teachers' Conciliation Council, the TUI and ASTI have a claim for an extension of the Opt-Out from Supervision and Substitution. The TUI has also requested that an Opt-In facility be provided.

Supplementary Panel

The TUI and ASTI are also seeking implementation of the provision in the education sector collective agreement under the Haddington Road Agreement for establishment of a supplementary panel for teachers who have had a sustained period of employment with more than one school/ETB over an extended period of time but who have not secured a CID entitlement.

The DES/TUI Agreement, May 2016 covers a range of key issues of importance to third level members. What follows is a brief update on the status of the various issues at third level. It is important to note that, since May, there have been intensive negotiations on a range of issues and that these negotiations are ongoing.

DES/TUI Agreement, May 2016

Balance of Lecturing Workload

The review of matters relevant to lecturing is to commence this month (November). The Colleges Advisory Council (CAC) and Colleges Sub Committee (CSC) have given consideration to what parameters might apply and the TUI will seek to have the following addressed in the review:

- Re-designation of the second timetabled flex hour from September 2017
- Increased funding to enhance the quality of the student experience and learning in the IoT sector and to bring the Student/Lecturer ratio into line with OECD norms
- Reduction in Lecturer Workload
- Equalisation of Assistant Lecturer hours to match Lecturer hours
- Career structure for academic grades.

As provided for in the DES/TUI Agreement, May 2016, Circular Letter 52/2016 has issued from the DES confirming that half of the two additional flex hours for Institute of Technology lecturing staff introduced by Circular 26/2011 will be re-designated to wider duties other than teaching from 1st January 2017. As part of the third level review, TUI will, as a priority, seek the re-designation of the full flex hours.

In regard to the re-designation, the Department of Education and Skills has confirmed that "wider duties other than teaching" should be read as meaning duties set out in the agreed contract of employment. The hours are to be re-designated in consultation with lecturers and in accordance with institute needs and priorities.

Fixed-Term and Part-Time Employment in Lecturing

The TUI has secured a hugely significant advance in the battle against casualisation at third level. The Cush report on Fixed-Term and Part-Time employment in Lecturing in Third Level education in Ireland - which was provided for under the HRA - was published in May 2016. In July 2016, Circular Letter 41/2016 issued and set out the procedures for the implementation of the Cush Report.

- The Haddington Road Agreement (HRA) reduced the qualifying period for the awarding of a CID from 4 years (provided for under legislation) to 3 years. Circular Letter 41/2016 has reduced the qualifying period further, to 2 years. A CID may now be offered following a period of continuous employment in excess of two years with the same employer. This reduction means that a lecturer will be awarded a CID rather than a further Fixed-Term Contract provided the conditions and procedures set out in Circular 93/2007 are satisfied.
- The qualifying period for an enhanced CID (for any additional hours) is also reduced to one year, provided that the conditions and procedures for the awarding of a CID set out in Circular 0093/2007 are also met.
- In advance of advertising any posts/hours, an IOT must undertake a review of existing lecturing staff (who are on less than full hours) to ascertain if any of them are qualified to undertake the additional hours. If the IOT has a suitably qualified part-time lecturer, the hours/post must be offered to him/her in advance of the advertising of the hours/post.

Implementation of this circular will result in substantial improvements in the income of the affected members and its beneficial effects will continue year after year. In getting this Circular, TUI has secured a long standing objective of the Union – a means of addressing casualisation.

HPAL issue; regarding mix of pro-rata and HPAL hours after conversion to pro-rata AL

The Department has confirmed that where an individual has had his/her post converted from Hourly Paid Assistant Lecturer (HPAL) to pro-rata Assistant Lecturer under the HRA conversion process, all additional lecturing hours will be remunerated at the pro-rata Assistant Lecturer rate.

Further/Adult Education update

What follows is a brief update on the status of ongoing discussions in respect of FE issues in the DES/TUI Agreement, May 2016.

BTEI Conversion Process

Discussions between the TUI and the Department of Education and Skills regarding the conversion to teaching posts of qualified and Teaching Council-registered staff teaching on BTEI-funded courses are at an advanced stage. TUI has received a draft proposal from the Department of Education and Skills on how the conversion process will operate and further meetings are scheduled for later this month.

BTEI County Co-ordinators

There are ongoing discussions between the TUI, the DES and the ETBI in relation to clarifying the terms and conditions of employment of BTEI County Co-ordinators. Agreement has been reached that BTEI County Co-ordinators should share the same general terms and conditions of service (including the relevant pay scale) as Adult Literacy Organisers and Community Education Facilitators.

Furthermore, it has been agreed that any TUI member who is a BTEI Co-ordinator will be put on a pay scale analogous to Adult Literacy Organisers and Community Education Facilitators, with effect from the 1 July 2016.

Introduction of an incremental credit scheme for Youthreach Resource Persons and Youthreach Coordinators

The DES is in the process of preparing a proposal in response to TUI's submission to the Department of a draft incremental credit scheme which provides for the awarding of incremental credit both for teaching and relevant non-teaching experience. We expect this draft to issue to the Union by the end of November.

Applicability to the grades of Youthreach Resource Person and Coordinator of appropriate measures relating to contracts of indefinite duration, analogous to the recommendations of the Ward Report

Meetings have been held with the DES to address fixed-term and part-term work in Youthreach. It is envisaged that the DES will make a formal proposal to the TUI at the next meeting, scheduled for the end of November.

Application of Circular 08/2014

Circular Letter 08/2014 reduced the leave entitlement of a number of grades that TUI represents, including: Adult Literacy Organiser (Circular M15/01), Adult Guidance Counsellor/Co-Ordinator (Circular 70/04), Community Education Facilitator (CL 45/02), BTEI Co-Ordinator and Adult Education Officer. Circular Letter 08/2014 required that days of closure (e.g. at Christmas and Easter) which had previously been excluded from the counting of annual leave, were to be

considered as encompassed within the annual leave entitlement as set out in members' contracts/terms of employment.

The TUI has secured an increase in the holiday entitlement of the grades listed above to 35 days, inclusive of periods of ETB closure. Consequently, the annual leave provisions of the nationally agreed contracts mentioned above are amended to reflect this increase to 35 days. ETBs have been informed of this restoration of annual leave to members.

Youthreach Operator Guidelines

The TUI accepted the DES invitation to submit our concerns in relation to the proposed Youthreach Operator Guidelines. TUI collated feedback from the Youthreach Consultative Conference, held in September 2015 and submissions received by TUI Head Office from branches, and forwarded a comprehensive submission to the Further Education Section of the DES.

The DES responded to our submission in September 2016 and invited the TUI to meet to discuss issues further. The TUI has accepted this invitation and the Executive Committee is in the progress of consulting with members in preparation for this meeting.

The DES has asserted that a number of issues raised by the Unions are not relevant to the Operator Guidelines. Such matters may, as appropriate and agreed, be referred for consideration within the forthcoming review of Youthreach. TUI has sought, and received, an assurance that the Union will be consulted on the terms of reference for that review.

Directors of Outdoor Education Centres

In 2009, TUI negotiated a salary claim through the Labour Court on behalf of the Directors of ETB Outdoor Education Centres. In common with other outstanding claims, the Court's recommendation was not implemented, due to the imposition of the first FEMPI Act. Further to the DES/TUI Agreement, May 2016, the DES wrote to the TUI on 23 June 2016 to confirm that the Labour Court recommendation - which had led to subsequent technical discussions with the Department on an improved salary scale - will be applied.

Meetings with ETBI re: Quality Assurance (QA)

Meetings have been held with representatives of the ETBI Steering Group for QA and further regular meetings have been scheduled. The following has been confirmed to TUI:

- A QA Strategy Steering Group was established in June 2016 – comprising FET Directors. Its role is to devise a plan/roadmap for the sector
- QQI has not yet published sectoral guidelines for ETBs
- A national External Authenticator Panel will be established for ETBs. Recruitment will take place within the next few months. Advertisements will be placed in national newspapers for such positions
- A QA improvement and enhancement fund has been established (funded by all 16 ETBs)
- Management of QA (overall responsibility) lies with the Director of FET

Meetings with QQI

Concerns in respect of the QQI QA Guidelines have been raised with QQI. In respect of TUI's concerns about the qualifications of personnel and TUI's demand that minimum hours of delivery and learning should be set down for all QQI-validated courses, QQI stated that agreement will have to be reached with the FET sector on more detailed specification of programmes and more detailed documentation in respect of validation and re-validation of programmes. QQI confirmed that the principle of sharing of curricula (amongst ETBs) will be maintained, and that programmes within given ETBs may be submitted together for validation/re-validation, as at present.

TUI raised major concerns with QQI in respect of out-sourcing and sub-contracting by ETBs of programme delivery and consistency of national standards of validation of awards. Concerns regarding resource deficits in the sector were also raised. QQI committed to ongoing engagement with TUI. TUI also forwarded to QQI a response to the QQI White Paper – Procedures and Criteria Relating to Delegated Authority.

Meetings with SOLAS

TUI has raised concerns with SOLAS in relation to:

- Inadequate resourcing of FET
- Direct referral by the Department of Social Protection of learners to private/contracted FET provision
- The FARR reporting system – inappropriateness and unacceptability of the system in terms of excessive focus on 'outcomes' and employability, at the expense of personal learner

education progression and personal development; conditions of service burdens of FARR reporting; inadequate engagement with TUI members, as practitioners, in respect of the establishment of reporting systems

- Autonomy of ETBs in respect of programme choice
- Qualifications of contracted training personnel
- Payment for locally-devised assessments

SOLAS has confirmed to TUI that the forthcoming review of PLC provision will have a strong qualitative dimension. SOLAS committed to regular meetings with TUI.

Audit of the terms of employment of members in the non-mainstream ETB Further Education (FE) Sector

An audit of the terms of employment and qualifications of members in the ETB FE sector has been prepared. The purpose of the audit is to gather factual information on the pay and conditions of service of members in 'non-teaching' or unqualified hourly-paid and insecure employment, throughout the entire 'non-mainstream' ETB sector, with a view to informing forthcoming discussions to which the parties have committed. The audit will issue to all affected members as soon as possible. Branches are asked to help in maximising members' response to the query.

We will provide branches and members with regular updates on our ongoing negotiations

Teachers appointed since 1st February 2012 – significant improvements to salary scale

Salary scales for teachers appointed since 1st February 2012 incorporating addition of Honours Primary Degree allowance on 1st January 2017 and 1st January 2018 and other increases due under Lansdowne Road Agreement.

Scale on 31/8/16	Scale on 1/9/16 (incorporating €796 S&S restoration)	Scale on 1/1/17 (incorporating first half of value of Hons primary degree allowance)	Scale on 1/9/17 (incorporating €1,000 due under LRA and €796 S&S restoration)	Scale on 1/1/18 (incorporating second half of value of Hons primary degree allowance)	Difference between scale on 31/8/16 and 1/1/18
1	€31,009	€31,805	€32,806	€35,602	€4,593
2	€33,168	€33,964	€34,614	€37,059	€3,891
3	€33,950	€34,746	€35,837	€38,723	€4,773
4	€36,576	€37,372	€37,529	€39,482	€2,906
5	€37,795	€38,591	€38,673	€40,551	€2,756
6	€39,251	€40,047	€40,047	€41,843	€2,592
7	€40,700	€41,496	€41,496	€43,292	€2,592
8	€42,160	€42,956	€42,956	€44,752	€2,592
9	€43,380	€44,176	€44,176	€45,972	€2,592
10	€44,996	€45,792	€46,073	€48,150	€3,154
11	€44,996	€45,792	€46,750	€49,504	€4,508
12	€44,996	€45,792	€47,559	€49,355	€6,126
13	€47,225	€48,021	€49,479	€51,275	€5,507
14	€47,225	€48,021	€50,290	€52,086	€7,129
15	€47,225	€48,021	€50,968	€52,764	€8,485
16	€47,225	€48,021	€51,866	€53,662	€10,281
17	€50,170	€50,966	€53,338	€55,134	€7,336
18	€50,170	€50,966	€53,338	€55,134	€7,336
19	€50,170	€50,966	€54,576	€56,372	€9,812
20	€50,170	€50,966	€54,576	€56,372	€9,812
21	€53,423	€54,219	€56,203	€57,999	€6,559
22	€53,423	€54,219	€56,203	€57,999	€6,559
23	€53,423	€54,219	€57,839	€59,635	€9,831
24	€58,765	€59,561	€60,510	€62,306	€4,489
25	€59,940	€60,736	€61,097	€62,893	€3,314
26		€60,736	€61,097	€62,893	€3,314
27		€60,736	€62,905	€64,701	€6,929

Incremental progression also applies. For example, many members will be due an increment on 1st December 2016. Therefore, if you are currently on point 1, you will move to point 2 of the applicable scale on that date.

Concerns around role of Ombudsman for Education

In July 2016, the Dáil passed a Private Member's Bill on establishing an Ombudsman for Education. This follows on from the establishment of the Ombudsman for Children and the subsequent declaration by the Ombudsman for Children (OCO) that, of the 9,000 complaints received by that office since its inception, 4,000 related to education. Of these 4,000 complaints, 75% were considered outside of the remit of the OCO.

TUI has expressed concern that the new Ombudsman for Education could duplicate or cut across the processes associated with the Admissions Bill, Part Five of the Teaching Council Act 2001 and also the work of the Inspectorate. TUI would also be interested to know if the Ombudsman for Education will lobby for essential resources to be

provided to support agencies upon which schools depend. For example, schools and families rely on support from occupational therapists, speech and language therapists, Child and Adolescent Mental Health services, TUSLA etc. Each of these agencies is already stretched in resource terms.

It would not be appropriate to make schools responsible for something they cannot control or change. For example, less than half of the recommended 127 specialist Child and Adolescent Mental Health Services (CAMHS) teams have been established, 472 children in care did not have a social worker, 673 children in care did not have a care plan whilst there were 8,161 child protection cases which have not been allocated a social worker, including 2,829 deemed 'high priority' (Children's Rights Alliance, 2015).

Furthermore, in a study of 33 countries, Ireland had the seventh highest ratio of students to school psychologists at 5,298:1 – as opposed to 927:1 in Denmark, for example (Jimerson et al., 2009). The average ratio in the study was 3,709:1. For Ireland to reach a reasonable rate of 2500 students per psychologist, taking into account demographic group, would require the employment of 267 more psychologists by 2021 (IMPACT, 2015). This is all within the context that during 2014, Gordon Jeyes, the then TUSLA Chief Executive, publicly stated that the Agency required additional funding of €45 million 'just to stand still' (Irish Times December 30th 2014).

The union will continue to closely monitor this situation.

‘Schools are not the solution to every societal problem. Society as a whole also has responsibilities.’

TUI recently made a submission to the Department of Children and Youth Affairs (DCYA) regarding its upcoming Statement of Strategy 2016-2018. The main issues raised in our submission were:

The need for a child-centred approach

Ireland has a very young population and resources are required to support child-centred policies. The education system has been subjected to an era of austerity cuts and pastoral systems have suffered particularly severe damage. Specifically, the cuts to middle management structures and guidance counselling have had a serious impact on the ability of the system to provide a child-centred approach. These supports play a key role in countering bullying in all its forms and also in supporting students who experience a personal/family crisis or mental health difficulties.

Poverty also plays a role. Too many children come to school hungry, cold and tired. Despite the best efforts of schools and services such as the School Completion Programme, the problem persists. The DEIS programme has been shown to be working and should be

continued. However, disadvantaged students do not attend only DEIS schools, so appropriately resourced supports must be available to other schools that cater for these students. In addition, it must always be remembered that schools are not the solution to every societal problem. Other agencies and society as a whole also has responsibilities.

Research

DCYA has a research brief as part of its wider role. TUI welcomes this and hopes that the research brief will be funded to sufficient levels to enable the DCYA to carry out this role satisfactorily.

Early Childhood Care and Education (ECCE)

ECCE has been shown to yield societal and economic benefits. TUI would like to see DCYA continue to support ECCE.

Child Protection

The National Vetting Bureau needs to be adequately funded to enable it to carry out its work. Children in non-standard settings e.g. unaccompanied minors, must also be protected by the provision of adequate supports.

Economic recovery

Research shows that expenditure on education is a public investment and yields significant returns, both societally and economically. Investment must be increased to 7% of Gross Domestic Product from its current level of 6.4%.

Existing under-investment in services

Teachers are acutely aware of the difficulties encountered by agencies upon which schools and society depend. Shortages exist in many areas such as educational psychology, speech and language therapy, Child and Adolescent Mental Health Services, occupational therapy, behaviour support and social work, though the under-investment is not limited to these areas. Each of the services concerned is doing the best it can with limited resources. Schools, parents and communities cannot solve all problems. It is essential that DCYA encourage all Government departments to protect services used by children by way of appropriate investment.

Please note that full TUI submissions can be viewed on the union's website (www.tui.ie)



The Resilient Teacher's Survival Kit

At Carecall, we know that teaching is both a hugely rewarding and challenging profession, in the midst of the hectic school year it's easy to forget about your emotional health and what tools you'll need to stay positive in both your professional and personal life. We are here to keep you on the road to resilience...

Our Top Tips:

- Get the right work/life balance
- Strengthen your work relationships
- Check up on your emotional health
- Be realistic with expectations
- Make time for yourself outside of class

When you feel like things might be getting on top of you at work, or at home, call us free and in confidence on **1800 411 057**

Our lines are open 24/7, 365 days a year.

Carecall Your free, confidential and independent counselling & support service

School Chaplains... who are they?

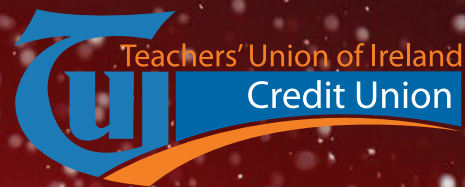
The School Chaplain is a faith presence in the school community, who is available to students, staff and parents alike. The Chaplain works to promote an inclusive environment for the wellbeing of all.

To learn more about the School Chaplains' Association visit www.irishchaplains.org and find us on Facebook under 'School Chaplains' Association of Ireland.'



*People
Helping People*

Let us help you with a TUI Credit Union Loan



SEASONAL LOAN



Amount	Term	Monthly Repayment	Total cost of Loan
€1,000	1 Year	€85.56	€1,026.68
€1,500	1 Year	€128.34	€1,540.03
€2,000	1 Year	€171.12	€2,053.29

Loans are subject to approval. Terms and conditions apply. Maximum loan €2,000.

**FOR ALL YOUR
FINANCIAL REQUIREMENTS
CALL US FIRST**



Credit Unions Emerge As Customer Experience Champions

For the second successive year, credit unions have scooped top spot in the CXi Customer Experience Survey 2016, a study which measures the level of service which organisations across the country give to their customers.

Commenting on the report, Paul Roche, CEO of TUI Credit Union stated: "This result is testament to the hard work of credit union staff and volunteers who continue to put members' needs at the forefront of everything that we do. Here in TUI Credit Union, we are very proud of the service which we provide to members. We work hard to understand what our members' want and do everything that we can to deliver superior service to them."



Promotions and Winners

New Member Draw Winner

MONTH	PRIZE	WINNER
August	€100 One4All Voucher	Emma Duke, Knocklyon Dublin 16
September	€100 One4All Voucher	Niall Gleeson, Portlaois, Co. Laois

Monthly Member Draw Winners

PRIZES	JULY	AUGUST	SEPTEMBER
Car			Gerard Colreavy
€1,500	Martin Gormley	Gerard O'Brien	Eamon White
€1,000	Mary Mc Donnell	Lucy Heekin	Karen Ryman
€500	Michael Finucane	Michael Lyons	Paul Roche

GAELTACHT WINNERS 2016 - €100 PER STUDENT

Damian Martin	Isabelle Costello
Ronan Buckley	Peter O'Neill
Ellen Rose Timlin	Sarah Baquel
Aisling Downes	Daniel Dowling
Thomas Lysaght	Iseult Lily Murphy

Year-End Report

TUI Credit Union has continued to grow over the last 12 months. Total assets, which stood at €30.6 million at 30 September 2015, has grown by 7% to €32.9 million to 30 September 2016. In the same period the loan book has increased by 23% to €12.6 million while the total savings have increased by 8% from €22.7 million to €26.1 million. 99% of all Loan Applications were approved in 2016. Membership has increased with 386 members joining for the year.



On the Move? Manage your money anywhere, anytime.

If you are already a TUI Credit Union online customer all you will need to do is download our App from the App Store (iPhone) or Google Play Store (Android). You will then be able to log in with your TUICU online login information (PIN and membership no). That's it! You're ready to get mobile.



If you are not registered for TUICU online, get set up in 4 easy steps;

- Step 1.** Complete the online registration form
- Step 2.** A member of TUI Credit Union will contact you to verify your identity.
- Step 3.** Once verified you will receive a PIN in the post
- Step 4.** You can then activate your account and start online straight away!

‘When out-of-date or broken equipment is not being replaced, there is less and less room for innovative approaches to pedagogy’

Commenting on a Higher Education Authority (HEA) report on the acute funding deficit in Institutes of Technology, the union once again called for a levy on corporate profits to generate additional funding for the resource-starved higher education sector. On February 3rd this year, 4,000 TUI members in Institutes of Technology took a day's strike action in relation to key issues, including the damage inflicted on their sector and on the service to students by cutbacks.

TUI President Joanne Irwin commented that the report on the financial situation in Institutes of Technology should come as 'little surprise' in the wake of an era of austerity cuts.

Higher Education Levy

‘Clearly, there is a funding crisis in higher education,’ she said. ‘In this regard, TUI has consistently called for the application of a 1% levy to corporate profits in order to generate additional funding for the resource-starved higher education sector. This would be a potential new source of funding and emphatically not an alternative to exchequer funding of higher education.’

‘We would also stress that this would be a dedicated higher education levy rather than a general increase in the rate of corporation tax, in order to ensure that the fund would only be used for the intended purpose. The case is compelling, as the corporate sector derives direct and invaluable benefit from the availability in Ireland of a highly skilled, graduate labour pool which is the product of extensive, publicly funded higher education provision.’

Regional infrastructure

‘In spite of severe cutbacks, the Institute of Technology sector continues to discharge its duties with distinction. In this regard, it remains an absolutely critical part of the country's regional infrastructure. The mission of the sector is distinct, with a strong focus on both meeting regional needs and ensuring equity of access.’

Savage cuts

Savage cuts in funding have had a devastating effect on higher education in Ireland. In Institutes of Technology alone, funding fell by €190m between 2008 and 2015. Over the same time period, student numbers rose by over 21,400 (32%) while 535 (9.5%) lecturing positions were lost.

‘Managed decline’

Speaking on the funding deficit in an interview with the Irish Times, TUI Executive Committee member and lecturer at Cork Institute of Technology, Susan Flannery, outlined how cutbacks have impacted.

‘This is where we're at now. It's a condition I've heard well described as ‘managed decline’, she said. ‘The sector is coping and continues to deliver to national objectives. But it's doing so with less and less resource per student due to the combined effect of reduced funding and growing demand.’

‘When out-of-date or broken equipment is not being replaced, there is less and less room for innovative approaches to pedagogy.’

‘Work experience and internships become nice to-dos instead of being core to the quality of graduates . . . in effect, everything is gradually being pared back to a bare minimum.’

*Between 2008 and 2015,
funding to the Institute of
Technology sector fell by*

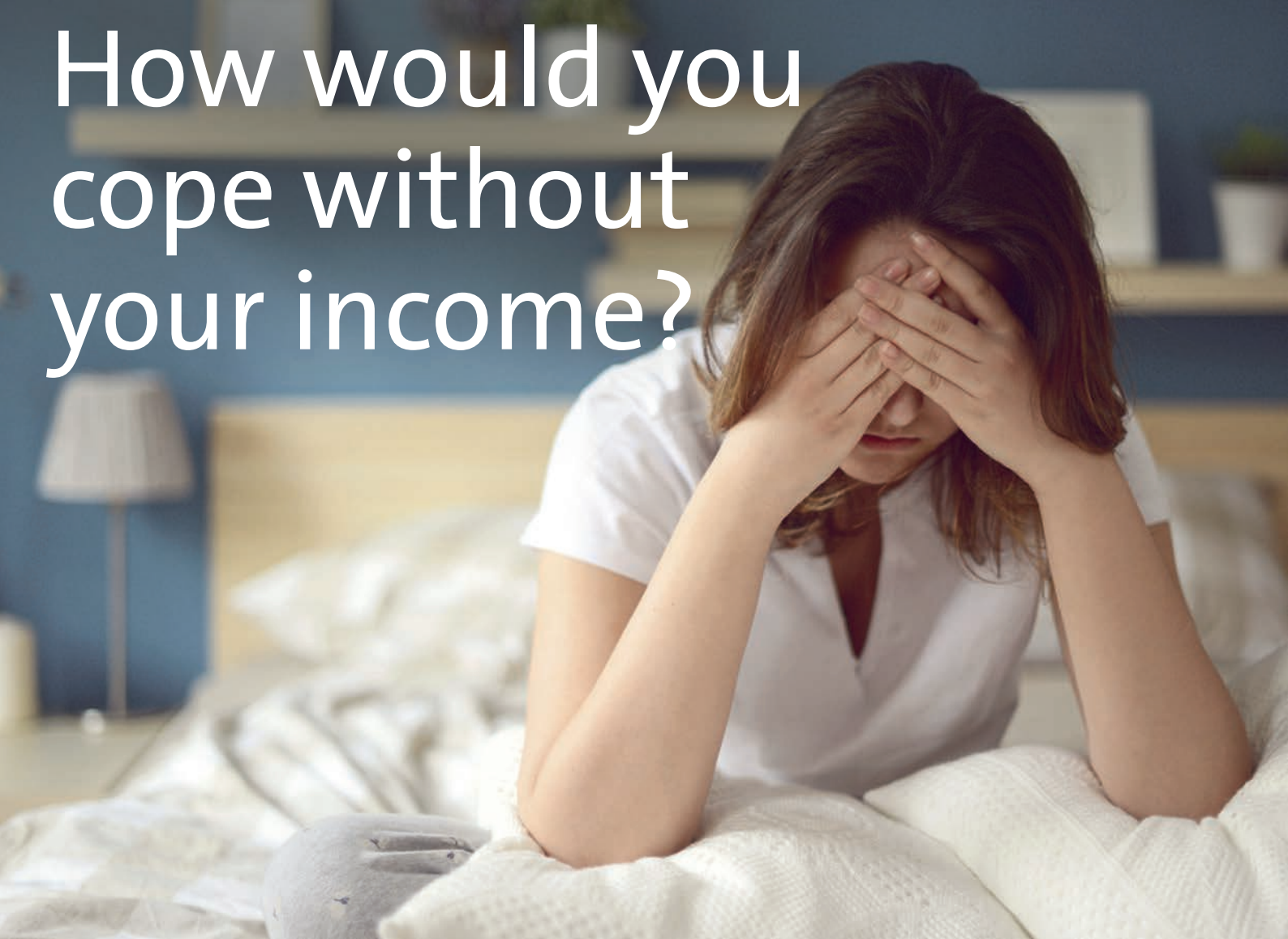
35%
(€190m)

*In the same period, student numbers rose by **32%** (21,411),
while lecturer numbers fell by **9.5%** (535).*



#TUIfacts

How would you cope without your income?



There has been an 82% increase in Income Continuance claims received since the changes to Public Sector sick pay.*

Since Public Sector sick pay was significantly reduced in 2014, long term and short term claims have dramatically increased. More members now need to claim than ever before, for everyday illnesses like flu, back injury and stress.



The TUI Income Continuance Plan provides you with an income if your salary is reduced to half pay or stopped altogether. It is your best defence against the financial impact of long term and short term illness.

Call us on **(01) 470 8070** to join over the phone today!

www.cornmarket.ie/tui

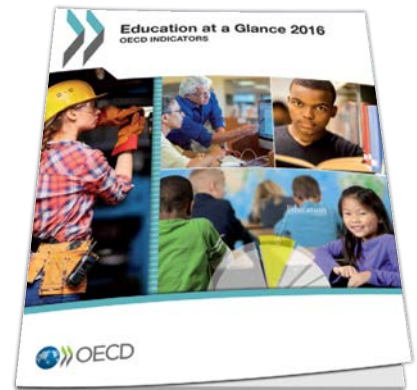
*Across all Cornmarket Schemes from 2013-2015. Source: Cornmarket, March 2016.

Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. Cornmarket is part of the Great-West Lifeco group of companies, one of the world's leading life assurance organisations. New Ireland Assurance Company plc is regulated by the Central Bank of Ireland. A member of Bank of Ireland Group.

Latest international indicators emphatically endorse work of Irish teachers and lecturers

Education At A Glance 2016 is the latest in a series of annual reports commissioned by the OECD. It provides updates and international comparisons on the impact of learning, investment, access, participation and progression in education and the learning environment and organisation of schools.

Once again, the latest edition emphatically endorses the work of Irish teachers and lecturers in an era when austerity cuts have severely damaged the education system. It also makes a compelling case for education funding to be enhanced as economic recovery continues.



▶ Irish teachers work longer hours than international counterparts

Annual teaching hours at second level

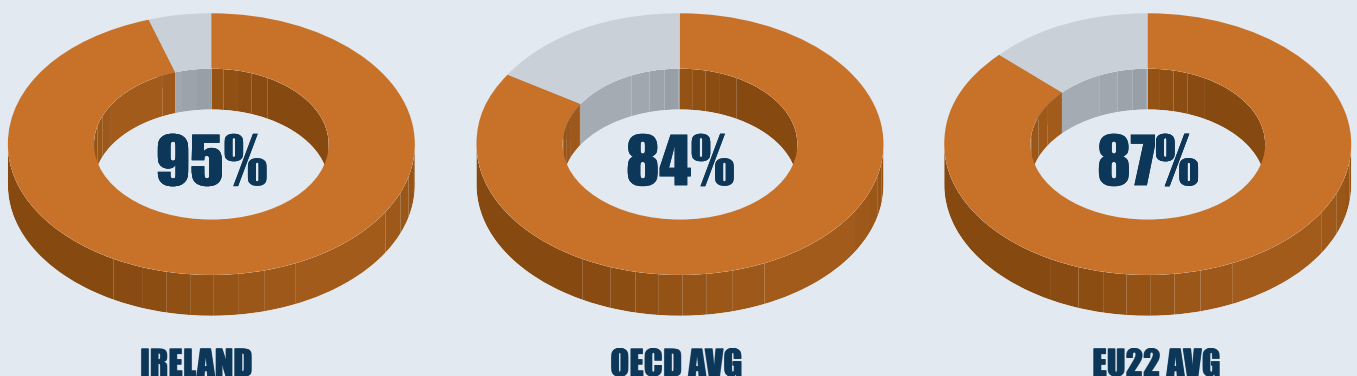


Compulsory instruction time per second level student



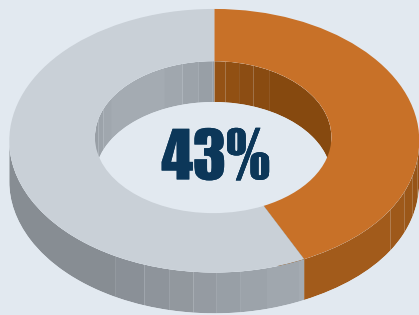
▶ Participation in education - extremely high second level retention rates...

% of population between 15 and 19 in full-time education

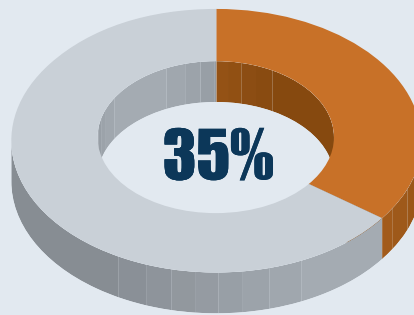


► High levels of tertiary attainment despite savage cutbacks

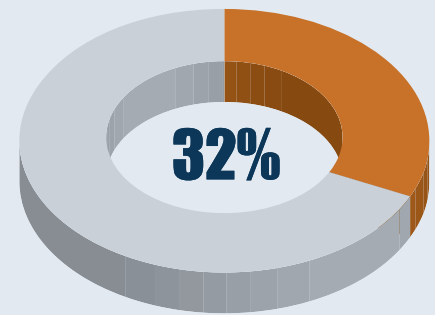
% of 25-64 year olds with a tertiary qualification



IRELAND



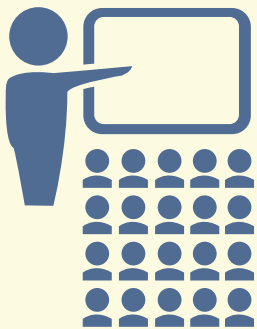
OECD AVG



EU22 AVG

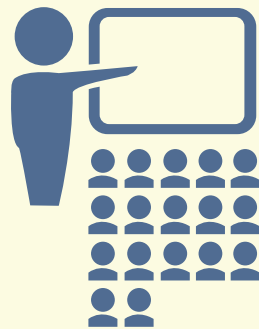
► Ratio of students to teaching staff at third level

IRELAND



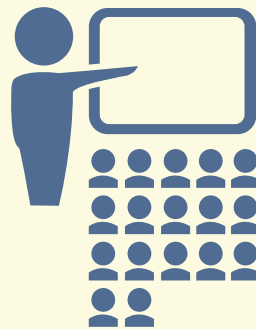
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OECD AVG



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EU22 AVG



17:1

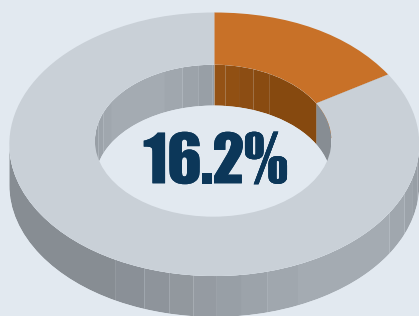
► Other findings

The report confirms good health, longer life expectancy and better labour market outcomes among those who have high educational attainment.

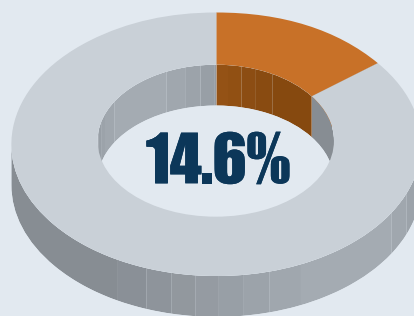
Commenting on this year's findings, TUI President, Joanne Irwin, said that there is a significant return on every euro invested in education. "It pays a huge dividend in personal, educational, health and societal terms. Education At A Glance 2016 endorses the work that Irish educators are doing in extremely difficult circumstances and makes a compelling case for education funding to be greatly enhanced."

but more options needed for young people

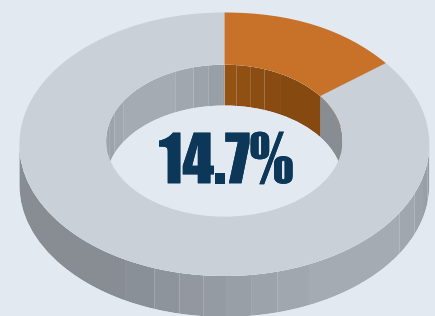
Cause for concern - % of population between 15 and 29 neither employed nor in education



IRELAND



OECD AVG



EU22 AVG

TUI has described this finding as being of serious concern and is demanding that, as a starting point, the artificial cap on student numbers in Post Leaving Certificate (PLC) courses be immediately removed.

Important dates for Congress 2017

26th September 2016

Nomination forms for elections issued.

18th December 2016(R)

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

19th January 2017

Last date for receipt of nominations for positions of Vice-President, Security Fund Committee, Standing Orders Committee for Areas 13 and 18 and Area Representatives for the following areas:

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

1st February 2017

Issue of ballot papers for elections

8th February 2017(R)

Preliminary Agenda will issue to Branches

17th February 2017

Last date for receipt of:

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

28th March 2017(R)

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

11th April 2017(R)

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



18TH APRIL 2017 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 2017**. Delegates to Annual Congress shall be elected by their Branches at the Annual General Meeting or at a properly convened Branch Meeting where the item appears on the Agenda.

2nd May 2017

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

15th May 2017

Ballot papers for election of President will issue.

30th May 2017

Last date for receipt of ballot papers for Presidential election.

Note: (R) = Under Rule

Annual Congress 2017

18th – 20th April 2017

**Congress 2017 will take place in Cork City.
It will be held in the Clayton Silver Springs Hotel.**

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

Cork Airport Hotel

Tel: 021 4947500 Email: reservations@corkairporthotel.com
€150 per room twin/double (Room only)
€150 single (Room only)

Bookings must be made before 17th January 2017 to avail of the above rates.

Cork International Hotel

Tel: 021 4549800 Email: info@corkinternationalhotel.com
€150 per room twin/double (Room only)
€150 single (Room only)

Bookings must be made before 17th January 2017 to avail of the above rates.

Metropole Hotel

Tel: 021 4643772 Email: info@themetropolehotel.ie
€150 per room twin/double (Room only)
€150 single (Room only)

Bookings must be made before 17th January 2017 to avail of the above rates.

Montenotte

Tel: 021 4530050 Email: reservations@themontenottehotel.com
€75 per person twin/double B&B
€105 single B&B
€17.50 per child under 12 per night sharing with adult
Children under 3 are free.

Bookings must be made before 20th February 2017 to avail of the above rates.

Radisson Blu

Tel: 021 4297000 www.RadissonBlu.com
€115 per room twin/double B&B
€102 single (B&B)
€150 family room (2 adults + 2 children under 10)
€205 interconnecting family suite (2 adults, 4 children)

Bookings must be made before 20th February 2017 to avail of the above rates.



Rochestown Park

Tel: 021 4890800 Email: res@rochestownpark.com
€140 per room twin/double B&B
€125 single B&B

Bookings must be made before 17th January 2017 to avail of the above rates.

Imperial Hotel

Tel: 021 7306626 Email: reservations@imperialhotelcork.ie
€150 per room twin/double B&B
€130 single B&B

Bookings must be made before 17th January 2017 to avail of the above rates.

Ambassador Hotel

Tel: 021 4539000 Email: reservations@ambassadorhotel.ie
€119 per room twin/double B&B
€109 single B&B
€129 triple room/family room (2 adults + 1 child)
€139 family room (2 adults + 2 children)

Bookings must be made before 27th March 2017 to avail of the above rates.

Reservations

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

Crèche

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

Meals at Congress

All meals will be available in the Clayton Silver Springs Hotel.

TUI's Third World Fund – making a real difference in communities around the world

TUI's Third World Fund was established with the specific purpose of assisting educational, developmental and trade union projects in underdeveloped countries as approved by the Executive Committee from time to time. At Congress 1999, a motion was passed whereby €0.95 of each full member's subscription is allocated to the fund.

Applications for donations from the Third World Fund are considered once a year at the November or December meeting of the Finance Sub-Committee and notification regarding successful applications will be posted shortly after. This year the Third World Fund will have over €20,000 at its disposal.

Last year a total of 12 projects received a contribution from the Third World Fund.

TUI member Mike Winterburn (Limerick Colleges Branch) is the Chair of the Nepal Leprosy Trust Ireland and submitted an application on its behalf.

A donation of €2,000 was made, which along with other donations and funds raised within the community, went towards improving life in the village of Khoksikhola by:

- Providing 15 households with toilet facilities
- Constructing a well and overhead tank which connects 15 households to a supply of water
- Increasing access to education



Mike and his daughter Sarah visited at Khoksikhola village on 13th July 2016, just in time to turn on the taps!

As Mike reports, "the village was very encouraged by the project, and they worked together very well, particularly the digging up of the village to lay the water pipes. They have become a 'model village' and we will ask them to encourage other villages in similar projects."





Hamed Qawasmeh, director of Hebron International Resource Network (HIRN) made a presentation to Claire Markey, TUI Executive Committee member and member of the union's Finance Sub-Committee during his visit to TUI Head Office in October. TUI's Third World Fund supported the building of a girls' school in Zif village in the West Bank – read all about this great project in the September edition of TUI News.



Meanwhile, laptop computers and a projector supplied by the Third World Fund are being put to good use in a children's IT class in Hanoi, Vietnam.

If you would like to receive monetary support from the TUI Third World Fund for a project you are involved in or support, please make a written submission to Nadia Johnston, Administrative Officer, via email to njohnston@tui.ie. Due to the high number of applications received, each member may only submit one application. Requests must be submitted by 28th November 2016 and should outline details of the project.

Meetings with Inspectorate in relation to minimising paperwork

TUI recently held a number of meetings with the Inspectorate in relation to minimising the paperwork required of teachers. These arose in the context of the agreement with the Department of Education and Skills that was accepted by TUI members by national ballot in May 2016.

The DES gave the following commitments:

- Agreed reductions in paperwork have been incorporated into Inspectorate documents which were published recently and are available on the DES website.
- The Department of Education and Skills is not seeking individual class plans, only termly or yearly ones. You will find further information on this in Appendix One of the newly published Guide to Inspections and in several other parts of the same document.
- Draft documents (in process since before 2016) have been amended to take account of TUI's concerns particularly by:
 - I. Restating that the emphasis of inspections is on teaching and learning and not on paperwork.

2. Requiring one school information form rather than several (It had been up to six in some circumstances).
3. Changing emphasis in the recently published Guide to Inspections in Post-Primary Schools to reflect the focus being on teaching and learning.
4. Replacing all previous (and separate) guides to different forms of inspection with a single short guide.
5. Making the clear distinction between good planning/preparation and excessive paperwork
 - Schools will now focus on at least two areas for School Self-Evaluation over the next four years (as opposed to three previously). Furthermore, schools will now produce one short School Self-Evaluation/School Improvement Plan document per year rather than up to six different documents each year previously required. Separate subject department sections of School Self-Evaluation/School Improvement Plan are not required i.e. there will be one 'school' document.

- The latest School Self-Evaluation circular (June 2016) is less prescriptive than previous such circulars.
- There is no requirement for individual subject department improvement plans. A single whole-school improvement plan is required.
- School Self-Evaluation data analysis can be based on quantitative or qualitative data – whichever the school feels is most appropriate to its individual setting. For example, qualitative data could include a teacher's own reflections and usual classroom tasks.
- All inspectors will be advised that they are only to seek the minimum level of documentation that is necessary from schools, as the main focus of inspections is on teaching and learning. The documents required for each type of inspection are set out in Appendix 2 of the new Guide to Inspections.

Furthermore, the Inspectorate has agreed to an ongoing dialogue with TUI on minimising paperwork arising from inspections.

TUI and the Department of Education and Skills are also involved in discussions about simplifying data returns.

Publication of new documents by the Inspectorate

The Department of Education and Skills (DES) Inspectorate recently published the following new/revised documents:

- *Looking at Our School 2016: A Quality Framework for Schools*
- Circulars on School Self-Evaluation
- Revised Guidelines for School Self-Evaluation
- Three new Guides to Inspection: for primary schools, post-primary schools and schools in high support units, special care units and child detention centres

The documents were developed to inform the work of schools, the Inspectorate, the Department as a whole, management bodies, teacher education providers, and as reference documents for parents and all our other education partners. TUI was involved in the consultation on the development of the documents. Those consultations resulted in a number of changes being made to earlier drafts. More detail on the changes achieved by TUI, as well as other changes to Inspection paperwork, are set out in the article above.

TUI strongly recommends that members familiarise themselves with the new documents, all of which are available on the DES website. Appendix Two of the Guide to Inspections contains a list of documents requested in the course of each particular inspection model. An inspector may also request additional documents or school records relating to specific issues that might arise in the course of the evaluation. TUI members should be aware that, in 2015, TUI also published its own guide to inspections and a copy of same is available on the TUI website.



THE BUILD A BANK CHALLENGE

The AIB Build a Bank Challenge is Back

Teacher Ger Cadogan shares his experience

Why our school took part

The AIB Build a Bank Challenge nurtures an awareness of self-directed learning, where students reflect on their newly acquired knowledge and development.

Valuable skills

An assigned Student Officer teaches many business and life skills to the selected Bank Team, and acceptable work standards are established from the beginning. Pupils are guided through each stage of the operations of a successful School Bank: Opening Day Strategy, Advertising, Marketing, Opening Accounts, Lodgements, Business Plans, etc. The ambition, enthusiasm, determination and attention to detail of the Student Officer has a very positive influence on the Team.

Why I'd recommend it

2015 / 2016 has been an amazing year for our Build a Bank Team, their Student Officer, AIB Ardkeen, the school and their parents. Not only did the Team raise €11,113 in aid of the Irish Cancer Society, but their determination, along with their Student Officer, brought the National Title to St. Angela's. The momentum the girls gained from the Regional Finals inspired them further in their quest to win the National Final.

The Build a Bank Challenge has provided a forum for our TY students to engage with the real world by making business work for themselves and their community, which is a wonderful foundation for these young adults of the future.

Ger Cadogan

St. Angela's, Ursuline Convent, Waterford

Email buildabank@realnation.ie to register

Ireland's most famous culinary school celebrates 75 years



SENATOR DAVID NORRIS AND JOHN CLANCY, CULINARY ARTS LECTURER, DIT.

All in the Food: 75 Years of Cathal Brugha Street was officially launched by Senator David Norris in October. The book celebrates The School of Culinary Arts and Food Technology, DIT - one of the world's most famous culinary schools.

Founded in 1941, it has taught generations of chefs and other food professionals, many of whom have spread their skills around the world or become household names. Dr Frank Cullen, Head of School, thanked all the contributors and highlighted the unique contribution which Cathal Brugha Street continues to make to the world of culinary education. The book contains recipes from nearly sixty contributors who currently train or have taught in Cathal Brugha Street, including Darina Allen, Richard Corrigan, Michel Roux Jr, Neven Maguire, Ross Lewis, Stephen McAllister, Derry Clarke and Kevin Thornton. From starters, mains and desserts to a great cocktail selection, there's something for the home cook and expert alike. This milestone publication also includes sections on the history of Cathal Brugha Street, major Irish chefs and their equally famous dishes and even the future of food.

All in the Food: 75 Years of Cathal Brugha Street is published by The O'Brien Press, Dublin and is available in all book shops now.

ESB launches interactive educational resource on electricity generation

- The web-based power station demonstration showcases the workings of the Aghada generation station in Co Cork
- Animation is the first offering in ESB's planned digital educational hub

ESB has launched an interactive educational resource to allow students a greater understanding of how electricity is generated and the workings of a power station. InsideAghada is a web-based power station demonstration that allows teachers and students gain a real insight into the workings of the Aghada generating plant. Located outside Midleton in Cork, Aghada is one of Europe's most efficient and cleanest generating plants with the capability of generating enough electricity to supply approximately 8% of power demand on the island of Ireland.

While providing a basic understanding of electricity generation at the plant, the animation allows users to get more information on the scientific principles and science behind it all. Bilingual supplementary notes, including past exam questions related to the topic, are provided for teachers to augment the presentation. A quiz for Junior Cycle students is also included to encourage and engage students on this educational and interesting topic of electricity generation.

Each year, ESB receives hundreds of requests by schools to visit its power stations around Ireland. As much of the equipment is encased for safety reasons, it can be difficult for students to truly get an insight into the station's inner workings. From the comfort of their classroom, they can now learn and appreciate the power of generating stations, via <http://ESBGeneration.esb.ie>



PAT O' DOHERTY, CHIEF EXECUTIVE ESB, JUDITH HARFORD, UCD SCHOOL OF EDUCATION AND GER STAPLETON, FROM ESB AGHADA GENERATING

Generation €uro Students' Award 2016-2017



- National economics competition for 4th and 5th years
- Knowledge of European Central Bank (ECB) and euro area economics is tested over 3 separate rounds
- Trip to the ECB in Frankfurt for the national champions

The Central Bank of Ireland has launched its annual search to find Ireland's brightest young economists as part its national schools' competition, the Generation €uro Students' Award. The competition calls on transition year and fifth year students to simulate the role of the European Central Bank's Governing Council in determining the appropriate monetary policy decision for the euro area.

Teams can consist of three to five students, with a nominated teacher acting as mentor.

Participants are tested over three different rounds. The first round consists of an online quiz on the role of the ECB.

Successful teams will proceed to the second round, where they are asked to analyse economic conditions and determine what they believe to be the appropriate interest rate for the euro area. Three finalists will be chosen to attend the national finals in March 2017, where they will present their findings to a panel of senior economists at the Central Bank.

The winning team and teacher will then travel to the ECB in Frankfurt for an award ceremony where they will meet ECB President Mario Draghi and the other winning teams from across Europe.

Central Bank Governor Philip Lane said "The Generation €uro Students' Award is an opportunity for students to consider in detail the work performed by the European Central Bank, the Eurosystem and each of the national central banks in contributing to monetary policy decisions and price stability. Competing students develop valuable life skills including economic reasoning, critical analysis, teamwork and public speaking."

To register for the competition, teams should visit www.generationeuro.ie. The closing date for registration and for completing the first round quiz is the 2nd December 2016.

TUI Captain's Prize, Tullamore Golf Club

The TUI Captain's (Denis Magner) Prize was originally fixed for Tullamore Golf Club on September 3rd. Unfortunately, due to adverse weather conditions, it had to be cancelled. Tullamore Golf Club facilitated the TUI Golf Society by providing an alternative date on September 17th. This was the final event of the 2016 season. The competition took place in glorious sunshine and the day proved most enjoyable.

Results of the competition were as follows:

Category 1 Men

1st Paul Fox, 2nd Kieran Walsh, 3rd Paddy Hogan

Category 2 Men

1st Pat O' Dwyer, 2nd Tom Carroll, 3rd Keith Begley

Ladies

1st Finola Butler, 2nd Pauline Walsh, 3rd Josephine Fitzpatrick

Captain's Prize Winner: Tommy Glynn

Golfer of the year was also decided and the prize, which is annually sponsored by The TUI Credit Union, was presented by Austin Stewart. The TUI Credit Union also sponsor the fixture card every year.

Golfer of the Year

1st Tommy Glynn	109 pts.
2nd Pat O' Dwyer	114pts
3rd Keith Begley	116pts.



AGM

Following the prize giving competition, the AGM took place. Fixtures for the coming year will be issued shortly. The committee for the coming year is:

Captain: Denis Magner, Vice Captain: Kieran Walsh, Treasurer: Tommy Glynn. Membership Secretary: Don Ryan
Committee: Finola Butler, Angela Doherty, Paddy Hogan.

Annual Tour

At the time of writing, the society will be shortly embarking on its annual tour abroad to Marbella (Spain).

Membership

Membership is now due for the coming season. Membership fee is €20 and is payable to Tom Buckley, 10 Verbena Park, Sutton, Dublin 13.



FRONT ROW (L-R): KIERAN WALSH, JOSEPHINE FITZPATRICK AND PAULINE WALSH
BACK ROW (L-R): PADDY HOGAN, PAUL FOX, TOMMY GLYNN (WINNER OF CAPTAIN'S PRIZE), DENIS MAGNER (CAPTAIN) FINOLA BUTLER AND KEITH BEGLEY.

TechnoTeachers conference 2016

The TechnoTeachers Association has been in existence for over 30 years, traditionally representing and supporting teachers of woodwork and drawing, subjects which, over time have evolved into:

- Materials Technology Wood
- Technical Graphics
- Design & Communication Graphics
- Construction Studies
- Technology

The association's annual conference was held in the Heritage Hotel, Portlaoise in October and proved to be a great success, with teachers travelling from all over the country to attend. The conference itself was extremely active with many displays, demonstrations and workshops across the various subject areas ensuring a positive energy around the event.



TUI MEMBERS PICTURED ENJOYING THE WOODTURNING DEMONSTRATION AT THE TECHNOTEACHERS CONFERENCE (L-R) RICHARD MURPHY OAKLANDS COMMUNITY COLLEGE, EDENDERRY, MARTY BATES, COLÁISTE CHATHAIL NAOFA, DUNGARVAN, SEAMUS LAHART TUI EXECUTIVE COMMITTEE MEMBER, WILLIE CREIGHTON (WOODTURNER), COLEMAN NESTOR, ST OLIVER'S COMMUNITY COLLEGE, DROGHEDA AND STEPHEN O' BRIEN, TECHNOTEACHERS EXECUTIVE MEMBER.



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Red Card to Racism – tackling racism through education

Show Racism The Red Card's Education Development Officer, Sara Hakim, gives an overview of the organisation's vital work.

Racism is a challenge for society and a challenge for education. A survey carried out for the TUI in 2010 found that 43% of respondents at second level were aware of a racist incident in their school in the previous month.

Ireland has changed beyond recognition in the last fifteen to twenty years and, for the most part, it has been a good experience. However, there are increasing accounts of racist incidents. Negative stereotypes perpetuated in the media often remain unchallenged and that can lead to unwelcome experiences for some. It is not surprising then that schools and youth groups are places where young people might experience racism. However, they can also be conduits for excellent intercultural experience and anti-racism education, if the will and atmosphere is right.

Show Racism the Red Card (SRTRC) is an anti-racism education charity that has been growing since 1995 when football goalkeeper, Shaka Hislop, donated £50 to a local anti-racism charity in Newcastle-upon-Tyne after he was subjected to a torrent of racist abuse by a group of teenagers - who subsequently ran to him to ask for his autograph upon realising who they were abusing. This incident prompted him to consider the status of sports stars as role models for young people. Show Racism the Red Card is now present in the UK, Ireland, Norway, Sweden, Finland and Denmark.

The aim of our organisation is to produce anti-racism educational resources which harness the high profile of sports people

to combat racism. Our educational materials are very accessible and have been successfully used in schools, Youthreach programmes, youth groups and sports clubs throughout Ireland.

SRTRC has a DVD-education pack which aims to provide a clear understanding and definition of racism, encourages young people to think about the causes and consequences of racism whilst equipping them with a range of skills that will enable them to challenge racism. The pack also encourages young people to respect

(always a hit no matter how old the audience!).

We also offer teacher/educator training around the country and will endeavour to deliver training to teachers in your school, if requested. Training will give the participants an opportunity to explore the themes covered in the education pack. It will also provide teachers and educators with a space for self-reflection and with tools for dealing with controversial issues in a school or youth work setting.



show racism
the red card

www.theredcard.ie

differences and play a role as active citizens in a diverse Ireland. It provides teachers with a high quality resource.

In addition to the education pack, SRTRC can deliver workshops to school and youth groups and is in a position to offer our Ambassadors programme. The Ambassador session involves Anti-Racism workshops and coaching sessions delivered by our sporting ambassadors, followed by viewing the Show Racism the Red Card DVD, a quiz and a chance to meet our cuddly mascot, Jeff the Ref

SRTRC's annual Creative Competition is a wonderful opportunity for young people to express their own anti-racism message, which can be submitted through written, visual or audio-visual formats. The next Creative competition will open in early 2017 and will conclude with a showcase event and presentation at the Aviva Stadium next May.

A selection of the work produced then goes on to travel the country as part of the 'One Race – Human Race Exhibition'.

There will also be another opportunity to increase awareness on SRTRC's first 'Wear Red Day' on

Friday 25th November and to raise vital funds to continue our work.

To find out more about workshops for students, teachers and youth workers, visits by our sporting ambassadors and the Creative Competition, please contact Show Racism the Red Card on 086 3927650 or via email to info@theredcard.ie or check out our website www.theredcard.ie for free videos, downloadable fact sheets and worksheets.

Global Solidarity Summer School 2016

Imagine hearing that after your children emigrated to Australia, they were put in a camp for an unknown length of time. Or imagine that several of your students were obliged to leave school and not be in a position to avail of education for several years.

Asylum seekers in Ireland are put in direct provision centres where they get €19 per week, have no control over the food they are given and are not allowed to work. Some of them have been there for seven or eight years. Even if the children reach the end of the second level school cycle, they cannot progress to third level.

As for the possibility of no education for several years, that is what is happening to the refugee teenagers – many unaccompanied minors – in ‘The Jungle’ in Calais (*site being dismantled at the time of going to print*), and in Dunkirk. They live in appalling conditions in the camps, frequently risking injury or death trying to get to the UK where they may have family or friends - or simply because they know more about England and feel they have better chances there.

Those of you from farming backgrounds – imagine that your family could not access their land due to long term road blocks, and that the authorities then announced that as the land was not being used it would be given over to others. That is what is constantly happening in Palestine where the Israeli state supports the slow, but methodical strangulation of the Palestinian people in so called ‘Area C’.

These were just some of the issues discussed at the ICTU Global Solidarity Summer School in Letterkenny that myself and Mary Rose Bourke attended on behalf of TUI in September. Around a hundred trade unionists from all parts of the island learned, discussed and planned action at the eighth annual School. It is normally held at the end of August so if

you are interested in attending, contact TUI head office next year.

Refugees

Albert Einstein was a refugee. Karl Marx was stateless. Steve Jobs was the son of Syrian emigrants.

We watched a moving film of asylum seekers in Greece (see sources below) the day after the anniversary of Aylan Kurdi’s three-year-old, lifeless body being photographed on the beach. Four thousand others have died in Mediterranean seas trying to cross to Europe since then, but very few photographs appear in our media. Indeed, the vast majority of the world’s 25 million displaced have been given shelter by so called ‘developing’ countries. Why do we call countries that share their meagre resources in a wonderful gesture of humanity ‘developing’? Meanwhile, the six richest ‘developed’ countries account for only 2.5 million externally displaced people. If we consider these issues closely, many of us will find that we have migrant or even displaced or refugee backgrounds. My own father’s family fled to Dundalk from Belfast at the time of Partition.

And Ireland’s record...

Our Navy may be doing great rescue work in the Mediterranean, but the record at home is awful. The state had committed to taking 4,000 refugees – an appallingly small number - but to date has only resettled 273, according to a recent Dáil statement. See Postcard campaign below.

Ireland will co-chair a forthcoming UN conference on refugees. No doubt the government will crow about the Irish input. But it should be embarrassed to co-chair with Jordan, a poor country of 7 million which has accepted 2.7 million Syrian refugees.

Climate Change

Adrian Kane of SIPTU - the official who represents Bord na Móna, Irish Water and ESB workers - called for a uniting of the trade union movement with the Green movement. He criticised some in the environmental movement for talking down to the Bord na Móna workers.

A speaker from Trócaire explained that they had to get involved in Climate Change over the past 10 years because they see that it is the weaker citizens of weaker countries who are suffering most from its effects. These are the countries that do not have the resources to build higher walls to keep out rising waters. However, it is not always people in ‘developing countries’ who suffer, as was witnessed with the significant loss of lives and homes in Hurricane Katrina in New Orleans 2005.

Last December the Conference of the Parties (COP) in Paris promised to aim at limiting global warming to 2C. However, little is really being done. Current estimates say we are rapidly heading towards a very unstable 3.7C and it is estimated that the effects will manifest in ten to fifteen years. “Maybe it is already too late,” according to the head of the Bank of England.

It is estimated that 80% of the current stock of fossil fuel resources must remain unburned if the world is to stop global warming. But, in this regard, watching the Naomi Klein inspired film *This Changes Everything* left us very worried.

Teachers’ unions

Divestment from pension schemes which invest in fossil fuels is now picking up pace. The New York Teachers’ Union has just divested their pension fund from these stocks. If enough organisations do this, the value of fossil fuel companies will fall and they will not be able to extract the resources.



And Ireland's record...

Again, awful! We have one of the highest levels of greenhouse gas emissions in the world and may soon be fined by the EU Commission for failure to get to grips with matters.

Sources which may be of use

Climate Change: ITUC **“No jobs on a dead planet”** – a trade union approach to raising awareness of Climate Change is available here <http://www.ictu.ie/download/pdf/20151127152157.pdf>

Palestine: Badil is a Resource Centre for Palestinian Residency and Refugee Rights and is an independent, human rights non-profit organisation committed to protect and promote the rights of Palestinian refugees and internally displaced persons <http://badil.org/en/>

Refugees: The Global Solidarity section of the ICTU website is frequently updated with links to resources. And we all need to be able to argue back to the bigots who spread false information about asylum seekers. See here <http://www.ictu.ie/globalsolidarity/>

Refugees: Caoimhe Butterly's award winning short film in which refugees in Greece are interviewed is here: <https://roarmag.org/films/the-border-idomeni/>

Summer School: A full report and sources from the ICTU Global Solidarity Summer School can be seen here <http://www.ictu.ie/globalsolidarity/newsevents/keyissues/2016/08/31/8th-annual-global-solidarity-summer-school/>

Tom O' Connor
Dublin Institute of Technology

RMA News

Autumn, the season of change, has arrived. However, little has changed in that we are still lobbying for pension restoration and the repeal of Financial Emergency Measures in the Public Interest (FEMPI) Act.

Lobbying of local TDs by RMA members is very important, as it greatly assists the work being done by officers of the Alliance in their meetings with the political parties. The outcome of these meetings so far is as follows:

Meeting with Sinn Féin

They do not see restoration of all pensions as a priority. They are only interested in people with low and medium incomes. However, they are opposed to the use of emergency legislation to control pay and pensions.

Meeting with Fianna Fáil

Their pre-election and post-election positions are consistent – they favour full restoration of pensions within two years. They are, of course, still not in government.

Meeting with Labour

They favour full restoration of pensions by the end of 2018.

Meeting with the Minister for Public Expenditure and Reform Paschal Donoghue

Our representatives were very critical of the Fine Gael position of full restoration by 2021, pointing out that they are the only party with that position. There are many pensioners who will not live to see full restoration in that scenario.

Alliance representatives objected to FEMPI currently being used as a fiscal weapon, not because of an emergency.

They pointed out that the overall cost of restoration was €45m, a very small

percentage of total expenditure.

They looked for restoration now rather than later. They pointed out the anomalies caused by FEMPI.

The Minister indicated that he and his officials would be available to meet Alliance representatives on a regular basis for discussions, continuing the arrangements initiated by his predecessor. He also agreed to the Alliance being represented at the talks next year on pay between unions and government.

He referred to the fact that we would benefit from the USC reductions in the Budget.

Going forward

The Alliance officers will set up further meetings with non-government parties now that the meeting with the Minister has taken place. Lobbying at local level by retired public servants before the Finance Bill would be very helpful in this regard.

Branches

So far this term, branch meetings have taken place in Dublin, Cork, Carlow, Louth, the Midlands and Meath. I would remind members that our constitution allows a member to participate in whichever branch is nearest to them. This time of the year is also time for Branch AGMs. Branch Officers should note that they should update us when there are changes, and perhaps should take a look at the constitution on the website regarding requirements. If funding is required from the RMA, the Branch Treasurer should submit a statement of expenditure for the year. This should be submitted in any event after the Branch AGM.

RMA Membership

The membership of the RMA is constantly

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

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

Autumn Break

Our Autumn Break took us to the Sligo Park Hotel and Leisure Club. The three day event from October 11th through 14th was well attended, with 50 members participating. The package included a visit to Tobernalt Holy Well, Lough Gill scenic drive, a boat trip on Lough Gill, Glencar Waterfall and Carrowmore Megalithic Cemetery on the Wednesday. On the Thursday, we took the Gleniff Horseshoe drive, Mullaghmore scenic drive and a visit to Belleek Pottery.

A very enjoyable time was had by all and I would like to compliment Furey's Bus Hire Sligo on their excellent service to us during our visit to Sligo. Now, having enjoyed a successful visit to the North West, we look forward to visiting the South East for our Spring Break, which is scheduled for Clayton Whites Hotel Wexford on 27th /28th /29th March 2017; full details will be available on www.rmatui.ie shortly.

Finally, I want to encourage all retired TUI members to

- to join RMA if you haven't already done so and
- to attend at least some RMA Branch meetings.

Most branches have a social and/or cultural dimension, with theatre/cinema visits, guest speakers at meetings, Christmas lunches, trips and so on. National Officers of the RMA regularly attend the local meetings to provide updates on the work of the Management Committee, our 'dialogue' with TUI and reports from the Alliance of Retired Public Servants.

Dan Keane, RMA Secretary

Have you renewed your 2016/2017 membership? Teachers' Union of Ireland Retired Members' Association RMA MEMBERSHIP RENEWAL FORM

Name (block capitals) _____

Address: _____

Mobile phone No: _____

Email address: _____

TUI-RMA membership No: (on address label _____)

Please forward the completed renewal form, together with the annual subscription fee of €25 to Tim O'Meara, Ballynaveen, Emly, Co Tipperary. Please make the cheque payable to TUIRMA.

TUI in the media



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

At a press conference ahead of the Equal Pay For Equal Work rally outside **the Dáil (27th October)**, TUI representatives reiterate their commitment to the ongoing campaign for pay parity.

.....

On **RTE's Morning Ireland programme (25th October)**, TUI President Joanne Irwin states that the union has lodged a claim in relation to restoration of the H Dip allowance to teachers qualified since 1st February 2012. She says that it is an unambiguous expectation of TUI that the upcoming public pay commission will restore pay parity to those employed after 1st January 2011.

.....

In a **Morning Ireland interview on RTE's Radio 1 (21st October 2016)**, TUI President Joanne Irwin says that the union's campaign will continue until full pay parity for all members has been achieved.

.....

TUI General Secretary discusses TUI's strategy on pay restoration in an interview on the **Today With Sean O'Rourke programme on RTE Radio 1**. He outlines how the union's threat of strike action following a mandate from members in January resulted in talks that began a process of negotiation and significant gains across the sectors in which TUI represents members.

.....

In an **Irish Times** feature on bullying in third level institutions (**11th October**), a TUI survey of more than 1,100 members is quoted. Almost 30% of respondents said they are always, often or sometimes bullied at work, while 69% said that there is always, often or sometimes friction between colleagues at work. TUI Assistant General Secretary Aidan Kenny says that a uniform standard to address such issues across all colleges should ideally begin in mediation before a case is sent for investigation.

.....

On the day that it joined a national coalition of student and union bodies in demanding a publicly funded higher education system (**26th September**), TUI's call for a corporation tax levy to fund the sector features in national and regional news bulletins.

.....



In a letter to the **Irish Times (23rd September)** in relation to international rankings of third level institutions, TUI President Joanne writes that 'in spite of cutbacks, the institute of technology sector continues to discharge its duties with distinction. In this regard, it remains an absolutely critical part of the country's regional infrastructure.' For the sake of the students of today and tomorrow, she writes, 'urgent and additional State funding is required to tackle the corrosive effects of cutbacks.'

.....

The breakthrough on a new deal for new and recently qualified teachers receives extensive coverage across all media on **16th September**. In an interview in studio on **RTE's Six One News**, TUI President Joanne Irwin says that the campaign will continue until full pay parity has been achieved.

.....

On the release of the OECD's Education At A Glance indicators (**16th September**), **the Irish Times** reports TUI's warning that the findings on salary within the report are potentially misleading as they are based upon those teachers fortunate enough to have full-hour contracts.

.....

TUI Education/Research Officer David Duffy discusses issue of voluntary contributions payable by parents on **Today FM's Last Word programme on 30th August**, stating that the education system should be free at all levels and appropriately funded by the state.

.....



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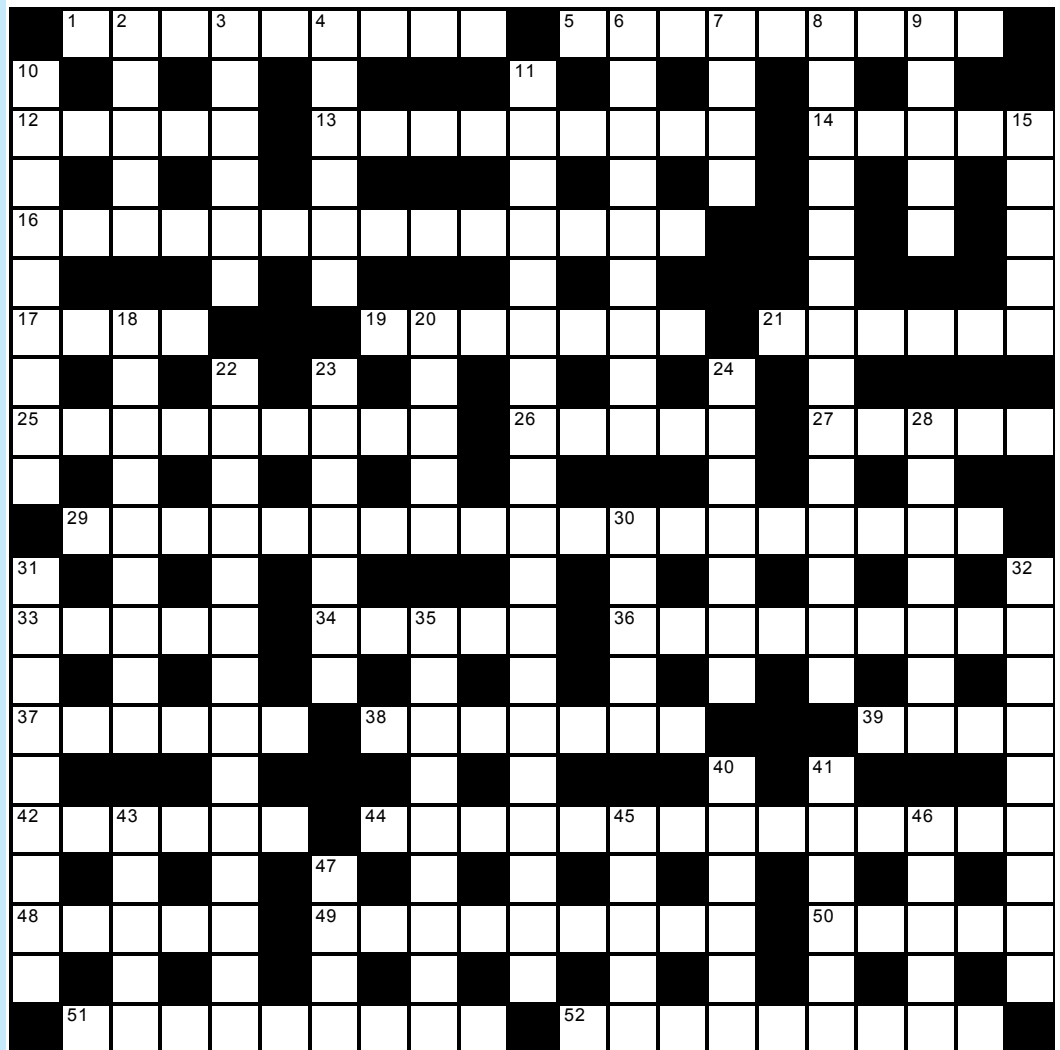
Address _____

Contact number _____

TUI Branch _____

Send entries to TUI Crossword
 November '16, TUI, 73 Orwell Rd,
 Rathgar, Dublin 6

Closing date for entries:
 Monday, 19th December 2016



ACROSS

- 1 Extended verbal expression in speech or writing (9)
- 5 Nuclear weapons where enormous energy is released by nuclear fission (4,5)
- 12 Remain in bed after normal time for getting up (3-2)
- 13 Take into custody (9)
- 14 The ----- novella by American author John Steinbeck, first published in 1947 (5)
- 16 Detachable control compartments of manned spacecraft. (7,7)
- 17 Growing luxuriantly (4)
- 19 A metal support for logs in a fireplace (7)
- 21 Smother or suppress (6)
- 25 A ring of muscle that contracts to close an opening (9)
- 26 The ----- Of, 2016 US television drama starring John Turturo and Riz Ahmed (5)
- 27 The iridescent internal layer of a mollusk shell (5)
- 29 Confinement of a prisoner in isolation from other prisoners (8,1)
- 33 A small three-masted vessel (5)
- 34 A sharp vibrating sound (5)
- 36 A proposed route of travel (9)
- 37 A medicine that purges; carthartic; laxative (6)

38 Thin and bony (7)

- 39 A ruminant mammal with antlers and hooves (4)
- 42 The hollow under the arm where it is joined to the shoulder (6)
- 44 Showed deliberate indifference or disregard to (4-10)
- 48 A minor actor in crowd scenes (5)
- 49 Form into grains (9)
- 50 Forest tree of lowland Central America having a strong very light wood (5)
- 51 Instrument for measuring distance of an object from observer (9)
- 52 Small pruning shears (9)

DOWN

- 2 Girder having a cross section resembling the letter 'I' (1-4)
- 3 An informal conversation (6)
- 4 A landlocked republic in eastern Africa (6)
- 6 A melody used to identify a performer or a dance band or radio/tv programme (5,4)
- 7 Depeche ----, English electronic band formed in 1980 (4)
- 8 A person or thing having the same function or characteristics as another (8,6)

- 9 Quality of having muscular strength (5)
- 10 A list of people or groups regarded as unacceptable or untrustworthy (9)
- 11 A false impression of one's own importance (9,2,8)
- 15 When the ----- Breaks - 1929 blues song reworked by Led Zeppelin (5)
- 18 Male child in education (9)
- 20 Being in a tense state (5)
- 22 Failing to make or recognize distinctions (14)
- 23 Cautious and surreptitious action or movement (7)
- 24 Someone who takes the place of another (5-2)
- 28 Curving inward (7)
- 30 Throw with force or recklessness (5)
- 31 A planet orbiting a star other than the sun (9)
- 32 Vehicle with a combustion engine and an electric motor (6,3)
- 35 Alaska's largest city (9)
- 40 Exclamation of satisfaction on discovering something (6)
- 41 Suitable for use as food (6)
- 43 Not reflecting light; not glossy (5)
- 45 Throw with great effort (5)
- 46 Measuring stick (5)
- 47 (folklore) a giant who likes to eat human beings (4)