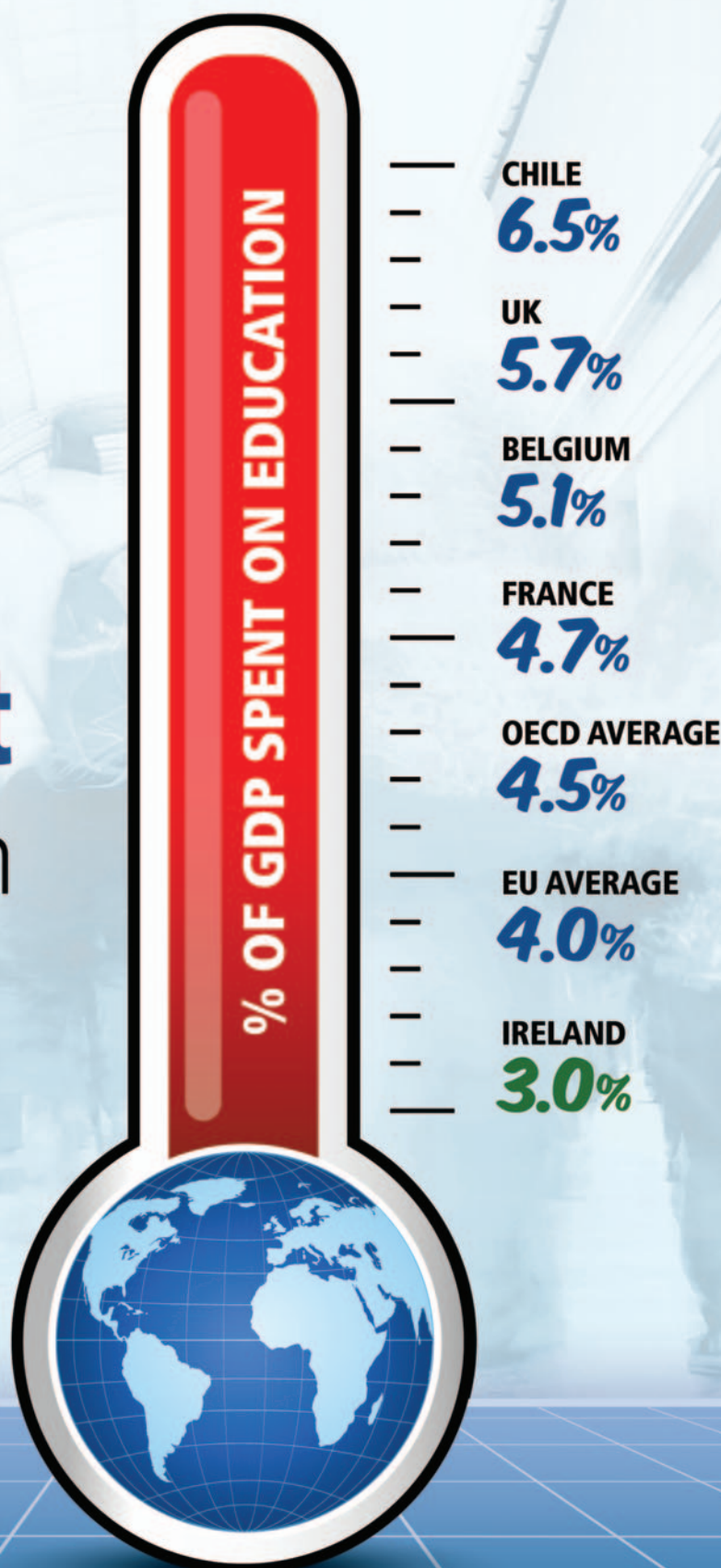


Latest OECD  
report highlights  
**shameful  
lack of  
investment**  
in Irish education



# A Word from the President – Martin Marjoram

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Dear Colleagues,

### Appreciation for Branch Officers and Representatives

As the Annual General Meetings of TUI Branches continue to take place around the country, I cannot commend highly enough the commitment and dedication of the Branch and workplace teams which are the lifeblood of the union. On behalf of our more than 20,000 members, I extend my sincere thanks to outgoing Branch officers and representatives and best wishes and appreciation to those who have stepped forward to replace them. Under the relentless challenges of COVID-19, the response of TUI members in all sectors has been inspirational, but a particular tribute is owed to the volunteers who have striven so hard to sustain the union and serve its members, in addition to the extra burdens the pandemic has imposed on their already busy lives as educators.

### Maintenance of Good Practice to Combat COVID-19

With COVID-19 case numbers rising alarmingly, now is not the time for complacency, irrespective of the success of the vaccination programme. TUI continues to urge caution in ongoing national engagement across our sectors. Local relaxation of the strictures of national guidance is dangerous and unwise. TUI members and Branches should continue to follow the union's advice in our FAQ documents where management fails to meet its obligations. It is important to note that the message from both Departments has not changed since September and that there should be no further easing of restrictions. We continue to seek additional clarity and certainty in terms of guidance and data, most particularly in third level where too much has been left to the discretion of individual HEIs.

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### Building Momentum

TUI remains committed to ending the scandal of pay discrimination and is in ongoing discussions regarding the use of the 1% sectoral bargaining fund under Building Momentum to further advance this most important objective. We have been frustrated at the failure to date to provide us with the data necessary to ensure full value for forgoing a 1% pay rise and will continue to use freedom of information and all other available means to uphold members' interests.

While there was some delay with circular letters, the 1% pay rise scheduled for 1st October 2021 has been paid as we continue to cooperate with the discussions required under Building Momentum action plans. It should be noted that under the decidedly unjust terms of the agreement, members who received a pay restoration in July of this year only received sufficient pay increase in October to bring the total of both to 1% (and indeed no increase at all if their restoration amounted to 1% or more of salary).

TUI looks forward to the opportunity to engage further across the sectors regarding the €150m provided to reduce additional working hours arising from the Haddington Road Agreement.

### Recruitment and Retention Crisis

With the assistance of our Principals' and Deputy Principals' Association, TUI has conducted another survey of second level schools regarding the crisis in recruitment and retention of teachers. The details of the survey are reported in this edition and highlight yet again the damage inflicted on

teaching by pay discrimination, as well as other disincentives to entering the profession including the additional year and cost of training since the introduction of the PME.

### Underinvestment in Education

The OECD Education at a Glance Report yet again underlines the shameful inadequacy of education funding in Ireland. Ireland places last or near to last in some of the most important measures. TUI will continue to campaign for sufficient resourcing to provide the education service Ireland needs and deserves, which the union emphasised in proposing our motion on the need for an integrated education and training policy to the recent ICTU Biennial Delegate Conference in Belfast.

### Technological Universities

The Minister for Further and Higher Education has announced new Technological Universities for the West/Northwest and for the Southeast, with designation to follow for both next year. Congratulations are due to TUI members in the consortium Institutes of Technology for making this possible. It is largely the work of academic staff over several decades which has transformed and lifted the sector, while TUI negotiating teams have achieved significant success in local discussions, as evidenced by the strong support of members in ballot for the continuing progress of the TU process. We continue to advocate for Dundalk IT and IADT Dun Laoghaire, the only IoTs remaining outside the TU process. Preparations are in train for a TUI Consultative Conference on TUs early in 2022 as the sector moves towards its final configuration.



TUI PRESIDENT, MARTIN MARJORAM

### WRC Conciliation: Youthreach

Progress has been made in the WRC conciliation process for our members in Youthreach and details are being finalised regarding incremental credit recognition of Youthreach Resource and Coordinator service for teaching. While pleased to see matters advance, other aspects of our claim remain to be addressed.

### Climate Change

With COP 26 underway in Glasgow, TUI was pleased to be one of the trade unions to participate in the marches throughout Ireland on 6th November in support of climate justice. It is long past time for Governments and corporations to listen to the undeniable scientific evidence and live up to their obligations. The trade union movement will play a central role in protecting ordinary working people and families from shouldering a burden very largely created by corporate greed and irresponsibility.

*Martin Marjoram*



# New survey findings confirm worsening teacher supply crisis

A new survey of over 100 second level schools shows that the teacher recruitment and retention crisis is worsening across the country. The poll was carried out in September by the Principal and Deputy Principals' Association of the TUI.

The Union is calling for an acceleration of the process of pay equalisation for those who commenced employment since 2011, a return to teachers being employed on permanent contracts of full hours upon initial appointment and the restoration of middle management posts.

Commenting on the findings, TUI General Secretary Michael Gillespie said:

**“The findings of this survey, carried out in a significant number of the country's second level schools, make clear the severe damage that the injustice of the two-tier pay system continues to inflict on the education system.**

**“The divisive and damaging practice of paying colleagues different rates for carrying out the same work must end. In addition, we must return to employing teachers on a permanent contract of full hours from initial appointment.”**

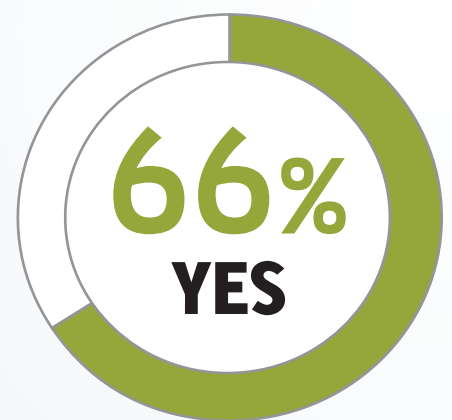
Principals and Deputy Principals' Association President Adrian Power said:

**“There can be no greater investment in our education system than making the teaching profession attractive to the best graduates now and in the years ahead. Pay discrimination must be ended and school middle management structures must be restored to their pre-cutback levels to facilitate the smooth running of schools and to give teachers promotional opportunities.”**

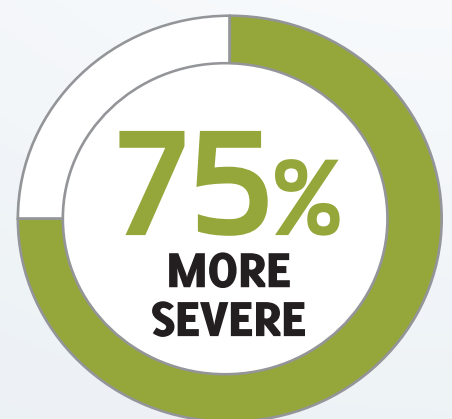
**Q** Has your school experienced teacher recruitment difficulties over the last six months?



**Q** Has your school experienced teacher retention difficulties over the last six months?



**Q** Generally speaking, have recruitment and retention difficulties become more or less severe since March 2020, when Covid-19 was first detected in Ireland?



### Rank order of the **ten subjects** in which it is most difficult to employ teachers

**1 Irish**

**2 Home Economics**

**3 Mathematics**

**4 Engineering/Metalwork**

**5 French**

**6 Biology**

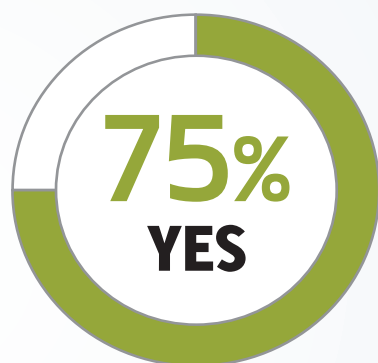
**7 Construction Studies/Woodwork**

**8 English**

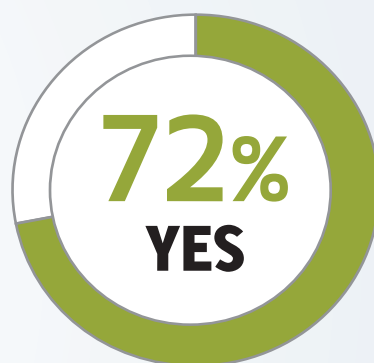
**9 Spanish**

**10 Agricultural Science**

**Q** In the past six months, has there been a situation where **no teacher applied for an advertised teaching post** in your school?



**Q** Does your school currently have **unfilled vacancies** due to recruitment and retention difficulties?



**Q** Is there any **new trend** that you have noticed in relation to recruitment and retention difficulties, e.g a worsening or improvement in terms of the situation in a particular subject?

► Teachers accepting hours early in the summer only to decline in August when they get a contract of more hours elsewhere.

► Teachers accepting jobs and then declining because of inability to find rented accommodation.

**Q** Are there any factors behind recruitment/retention difficulties that are relevant to your school that are not listed in the previous question?

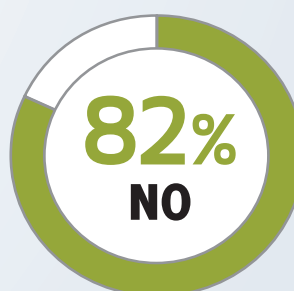
► The two-year Professional Master of Education (PME) was identified by respondents as a key issue affecting teacher supply.

► The prohibitive cost of accommodation was a key factor for urban schools.

► Meanwhile, principals/deputy principals in schools in rural areas said it can be difficult to attract younger teachers.

► Principals/deputy principals of Gaelscoileanna said that there are significant difficulties finding teachers across all subjects.

**Q** Do you believe that **enough is being done** at Government/Department of Education level to tackle recruitment/retention issues in second level schools?



**18%** said that they did not know

Online survey of principals/deputy principals in 109 second-level schools was carried out in August and September 2021.



## New and recent entrants' representative group – an update

A new and recent entrants' representative group to address issues of relevance to those who joined the profession since January 2011 was established by the Union's Executive Committee in January 2017. One representative from each Branch is invited to attend each meeting, the purpose of which is represent the interests and concerns of newly/recently appointed teachers/lecturers within their respective Branches. The meetings, which take place two to three times a year, are chaired by the Union's President.

The recent meeting of the Group was held on Wednesday 13th October and was attended by 19 branches. Issues discussed at the meeting included:

- An update on the pay increases under the Building Momentum Agreement i.e. the 1% pay increases payable with effect from 1st October 2021 – CL56/2021 (teachers), CL51/2021 (grades other than teachers in the ETB sector) and 03/2021 (third level)
- Details around the sectoral bargaining units that have now been agreed with the Department of Education and DFHERIS. The TUI Executive Committee has made the decision, based on Congress motions, to use the 1% available as part of sectoral bargaining payable

on 1st February 2022 to close the gap for all of our new entrant grades.

- CL37/2021, which sets out the skipping of points 4, 8 and 12. The Group was advised that the CL also has detailed examples of how the skipping of points apply.
- An update on the Qualifications Allowances Adjudication Claim that was won by the TUI. We are currently waiting on the Circular Letter that will set out further details on this issue.
- A draft motion for Annual TUI Congress that commits the Union to continue the campaign to achieve pay parity for those who entered the profession since 1st January 2021.
- A presentation on the various TUI Directives – Second Level/FET and Third Level.

In addition, the forum also allows this cohort of members to raise issues of relevance and importance to them and to have their queries addressed.

*Note to Branch Officers: If your Branch is not currently represented at these meetings, please consider making the filling of the role an agenda item at a future Branch meeting.*

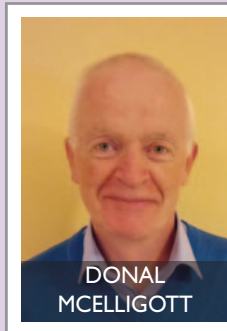
## New members on TUI Executive Committee

Donal McElligott (Area 9 – Cork City, County Cork) and Diarmuid Naessens (Area 10 – Dublin City) have replaced Tim Murphy and Anne-Marie O'Shea respectively on the Executive Committee.

Sincere thanks are extended to Tim and Anne-Marie for their hard work on behalf of TUI members.

### Area 9 – Cork City, County Cork

Donal McElligott, Cork College of Commerce, Morrison's Island, Cork



### Area 10 – Dublin City

Diarmuid Naessens, Youthreach, Pleasant St, Dublin 8



## Teacher unions and the so-called 'pandemic bonus'

Contrary to some media reports in September, TUI and the other teacher unions did not make a claim for a 'pandemic bonus' on behalf of members.

In a joint response with our sister unions the ASTI and INTO to media queries, it was merely stated that if a wider discussion around the acknowledgement of workers' contributions to the pandemic commenced, that we would welcome the opportunity to participate in that process.

In any such engagement or forum, TUI would highlight the structural unfairness in the education system and various

other inequalities resulting from a shameful lack of investment over the years, the details of which are starkly set out elsewhere in this magazine as part of an article on the latest OECD Education At A Glance report. The effects of the pandemic have put these inequalities into even sharper focus in schools, centres and colleges around the country.

One issue that we would also raise – as we have done repeatedly since 2011 – is the continuing scandal of the pay discrimination foisted on those who have entered the teaching and lecturing professions since 2011.

## TUI's peer evaluation directive – a reminder

Members are reminded of the Union's directive on peer evaluation:

Following the decision of the relevant TUI members as expressed in the ballot on peer evaluation (2017), the Executive Committee of the TUI has decided that all members, regardless of grade, in ETB Second Level (including Adult and Further Education), Community and Comprehensive, Educate Together, Voluntary Secondary and Youthreach sectors, be directed not to engage or participate in, co-operate with, support or otherwise facilitate peer evaluation in any setting.



# TUI highlights damage of pay discrimination and underinvestment at ICTU Biennial Delegate Conference

TUI's motion calling for the development of an integrated education and training policy was unanimously passed at the ICTU's Biennial Delegate Conference 2021, which took place at the ICC Waterfront, Belfast on 26th and 27th October.



TUI PRESIDENT MARTIN MARJORAM

The motion set out the critical importance of a high-quality public education service to the achievement of societal fairness, cohesion and wellbeing and the imperative of significantly increasing public investment in education and training at all levels. The motion also made clear that key to this policy is the elimination of discrimination

against various categories of educators, including recent entrants to teaching.

Proposing the motion, TUI President Martin Marjoram said that the organising in different sectors gives TUI "deep insight into students' paths through education and the great value of lifelong learning", while the challenges of COVID-19 had "exposed chronic deficits in the staffing, physical and digital infrastructure of education, magnifying existing inequalities."

He questioned why Ireland is consistently among "last in class" on so many educational measures, including lowest investment of national wealth, largest classes, worst pupil-teacher and student-lecturer ratios.

"We seek free and equitable access to the equalising force of education – from early childhood to career end, to open the doors of opportunity, and whole vistas of imagination and empathy," he said, while also drawing attention to the recruitment and retention crisis in schools resulting from pay discrimination recklessly inflicted during austerity. He also reiterated TUI's resolution that the 1% sectoral bargaining fund payable under Building Momentum be

used to further expunge the scandal of pay discrimination affecting post-2011 entrants.



TUI VICE PRESIDENT LIZ FARRELL

Seconding the motion, TUI Vice President Liz Farrell said that TUI is proud to organise workers across such a broad spectrum in the education system, including second level, third level, Youthreach, apprenticeships and the prison service.

In the context of COVID-19, she said that the experience has taught us that we cannot predict the needs of society "but we must create a cohesive and coherent education system for all and one we are all proud of."



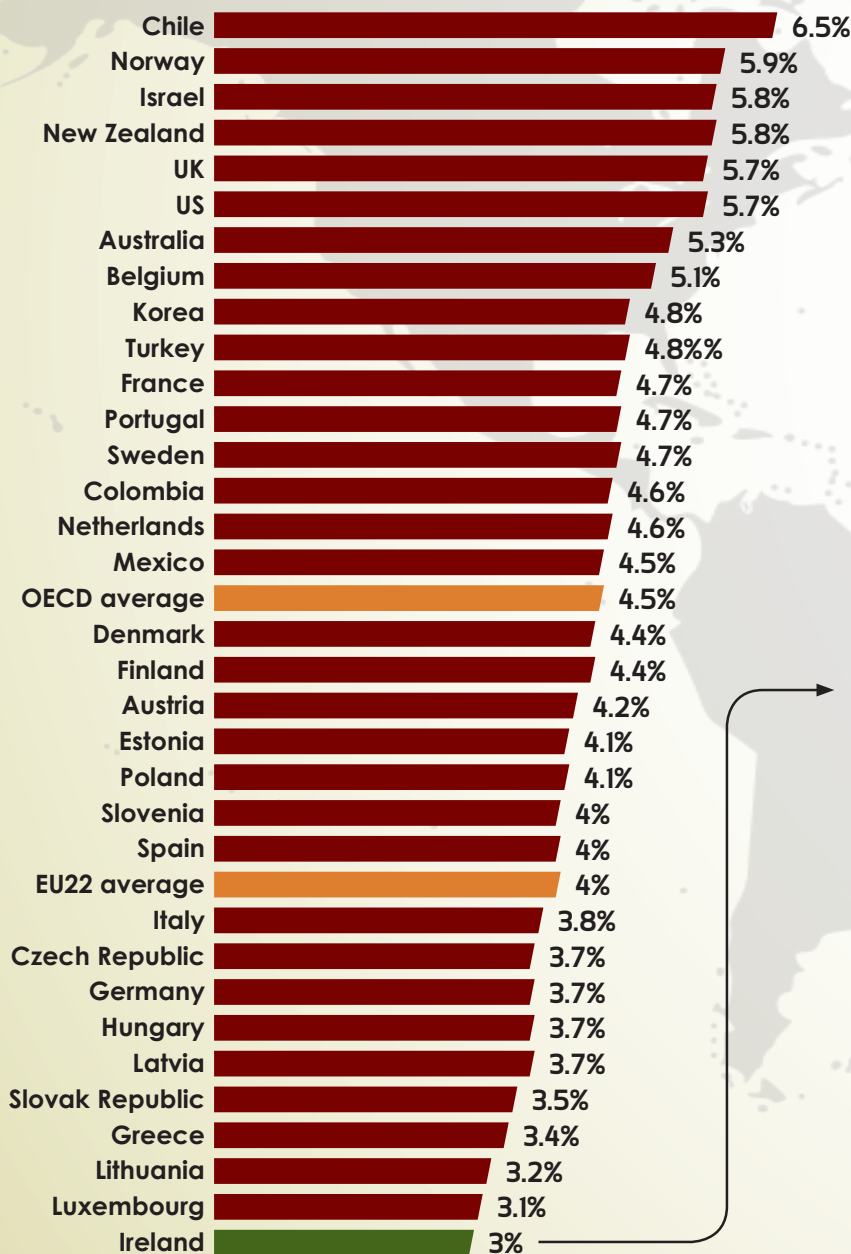
PICTURED AT THE RECENT MARY IMMACULATE COLLEGE CONFERRING CEREMONY IN LIMERICK IS EDEL SHANAHAN FROM THURLES, CO. TIPPERARY, WHO WAS THIS YEAR'S RECIPIENT OF THE TUI MEDAL. THIS MEDAL IS AWARDED IN MEMORY OF THE LATE BERNIE RUANE, FORMER PRESIDENT OF THE TUI, AND WAS PRESENTED BY CURRENT PRESIDENT MARTIN MARJORAM IN RECOGNITION OF ACADEMIC EXCELLENCE IN THE EDUCATION PORTFOLIO.

# New international study a damning indictment of failure to invest in Irish education

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

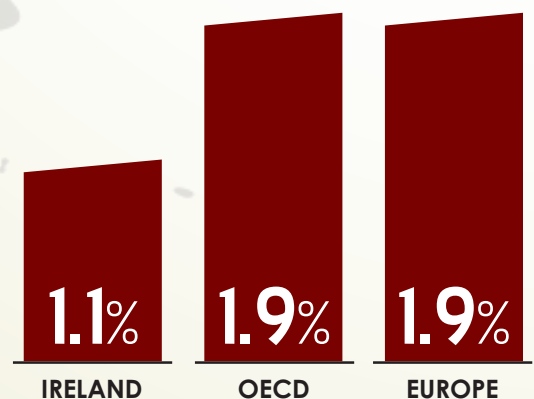
The key statistic in this report shows that of the countries for which figures are provided, none spend a lower proportion of national wealth on education than Ireland's (3%).

### Spending on education (% of GDP)



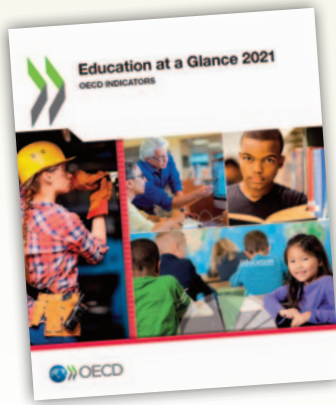
Recent experiences related to the pandemic have made clear just how many schools and classrooms are unfit for the requirements of modern education. It is students from disadvantaged backgrounds who suffer the most from inadequate education budgets, and the ongoing failure to invest sufficiently must be viewed as a continued attack on the most vulnerable in communities around the country.

At second level, the situation remains particularly dire, with Ireland's spend (1.1%) the lowest of the 36 countries for which figures are provided, trailing unacceptably far behind the OECD and European averages (both 1.9%).



Complete data not available for Canada, Costa Rica, Iceland, Japan, Switzerland





The latest set of annual OECD indicators – Education At A Glance – endorse the work and value of Irish educators but highlight the abject failure at Government level to invest appropriately in Irish education.

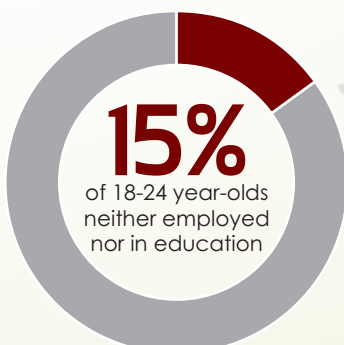
## » Effects of third level funding crisis made clear

At third level, the ratio of students to teaching staff has increased from 20:1 to 23:1 this year, which is vastly higher than the OECD and European averages of 15:1. This is a clear indictment of the ongoing political refusal to address the sector's funding crisis.



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

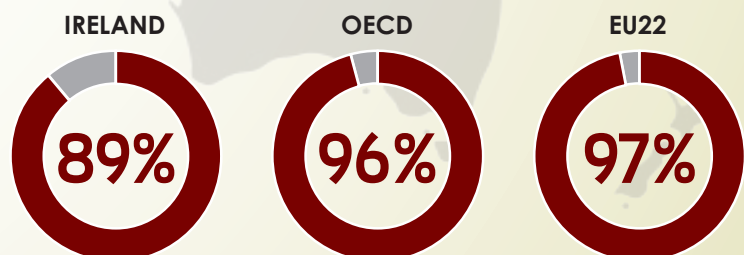
Over 15% of Ireland's 18-24 year-olds are neither employed nor in education (NEETs), according to the latest OECD data. This represents a large proportion of young people and our publicly-funded further and adult education sector should be appropriately resourced to provide options to this cohort of the population.



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

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

Meanwhile, the report shows that at second level, the actual salaries of Irish teachers are just 89% of those of other full-time workers with a tertiary education. This compares with 96% in the OECD and 97% in the EU22.



In this regard, it is important to highlight that Irish second-level schools continue to experience a teacher recruitment and retention crisis as a result of the two-tier pay system.

# 'Review of Senior Cycle is an opportunity for the political system to respond positively to TUI's call for an adequately funded, high quality public education system that caters for the needs of a very diverse student body.'



On 5th October 2021, TUI General Secretary Michael Gillespie delivered TUI's opening statement on Leaving Certificate Reform following an invitation from the Joint Committee on Education, Further and Higher Education, Research, Innovation & Science. The text of this opening statement is set out below, and the Union's full submission can be downloaded at [www.tui.ie](http://www.tui.ie)

## Introduction

The Teachers' Union of Ireland (TUI) has engaged extensively in the Senior Cycle review process with the NCCA, SEC, OECD and our members (some 20,000 of them).

The review of Senior Cycle is an opportunity for the political system to respond positively to TUI's call for an adequately funded, high quality public education system that caters for the needs of a very diverse student body.

## Assessment options

TUI's position is clear and unambiguous – State (i.e. SEC) certification enjoys public trust. TUI members are fundamentally opposed to assessing their own students for State certification. External assessment by the SEC must be retained.

Changes to assessment models must be based on sound educational principles rather than the unreliable weathervane of populist commentary. Throughout



the COVID-19 crisis, teachers have demonstrated professional commitment by engaging with emergency assessment processes - on a strictly 'without precedent' basis - so that final year students could progress to the next stage of their lives.

'Continuous Assessment (CA)' is sought by some commentators. Our schools already use such assessment. Formative assessment, by its nature, is continuous and enhances teaching and learning.

Moving to a CA model for State certification purposes, however, would be counterproductive. It would increase – not reduce – stress for students and teachers, inevitably lead to over-assessment, compromise objective standards and undermine public trust. Furthermore, it would fundamentally and negatively change the pupil-teacher relationship, possibly removing the emphasis on the supportive aspect of the relationship.

The excessive focus on CAO points is not a product of the Leaving Certificate itself. The CAO runs a separate process that allots places in Higher Education and that is superimposed on the Leaving Certificate. The CAO 'points race' is a reflection of a media obsession with progression to third level and with 'high points' courses. The points race leads to invalid and unfair comparisons. Changing Leaving Certificate assessment modes to tackle the CAO 'points race' would be to base change on a misdiagnosis of the real problem.

Senior Cycle subjects are continually evolving. Most already have an additional component of assessment, involving project, oral or practical work - set, administered and examined by the SEC.





◀ TUI General Secretary Michael Gillespie delivers the opening statement on Leaving Certificate Reform before the Joint Committee on Education, Further and Higher Education, Research, Innovation & Science

The TUI has called for some second component assessments to take place during fifth year, thereby reducing the pressure in sixth year.

## Key subject areas and digital learning

Every subject and programme has intrinsic value. Senior Cycle should continue to be broad-based as this best prepares learners for life

and active citizenship, best anticipates an ever-changing society where complex challenges, global and personal, abound.

From time to time, certain disciplines may be considered especially important – by governments or employers. However, such perceived hierarchies are often transient.

Reform of Senior Cycle must be inclusive and cater for all students and their varied talents.

Therefore the 'ringfencing' of LCA must be removed so that students can undertake a mix of subjects that would enable them to move directly into an apprenticeship.

Equally, the vocational subject groupings associated with the LCVP need to be amended or abolished.

Given relentless developments in technology, ongoing review of the



government's strategy is critical to facilitating appropriate integration of new technologies as supports for teaching and learning for 21st century competences. Significant investment is urgently needed.

## Access, equality and well-being supports

Schools rely on support agencies, especially when working with students experiencing crisis. However, schools

often find it difficult to access support, as the agencies themselves are under pressure.

Most schools make every effort to create an inclusive environment for all learners, regardless of background or aptitudes. Targeted investment - especially more teachers to reduce class size - would greatly assist this effort.

The depletion of middle management posts (since 2009) has resulted in a damaging reduction in supports for students.

The extra teachers provided to schools during the COVID-19 crisis should be retained to enable schools to provide subject and programme choice at the appropriate levels and to ensure student well-being.

Meaningful curricular provision must be



made for students with SEN/AEN who took Level 1 or Level 2 learning programmes for Junior Cycle and who wish to proceed to Senior Cycle education.

## Irish language and Irish-medium education

In terms of Leaving Certificate Irish, the TUI believes that:



◆ **foundation Level must be retained**

◆ **the oral and aural components should retain their existing proportion of marks**

◆ **the draft learning outcomes require significant development and**

◆ **if a T1/T2 approach is to be introduced and especially if bonus points are contemplated every school must be assisted to provide T1. Otherwise, a new layer of disadvantage will be created.**

## Concluding comments

Before concluding, I wish to thank you for listening to our views – the views of the profession. In our full submission to the Committee, the TUI has set out its position in regard to Senior Cycle reform more extensively and has included a set of recommendations for your consideration.

**Thank you.**



## Tailored products & services for TUI Members

Cornmarket is the largest Public Sector financial services broker in Ireland and has been protecting the financial needs of public servants for almost 50 years. Cornmarket provides everything from car, home, travel and health insurance to pensions and retirement planning, income protection and life insurance. Cornmarket can help you on your financial journey throughout each of life's stages and has a long-standing relationship with the Teachers' Union of Ireland. As a member you can avail of a range of tailored products and services through Cornmarket.

### TUI Income Continuance Plan

This plan is designed to provide you with a replacement income of up to 75% of salary\* if you're ill or injured and can't work. It helps give financial security and peace of mind, so you can focus on getting better. All eligible members who are under age 40 will get **6 months' FREE Income Continuance\*\***, when they apply to join for the first time before 31st December 2021. There are many great benefits to Income Continuance, and you pay nothing for the first 6 months! Premiums will commence 6 months after a member is accepted into the Plan and cover commences.

### 24/7 unlimited access to GP services via video and phone

In addition, members of the TUI Income Continuance Plan now also have access to MyDoc\*\*\*, which is an easy to use, online healthcare service. This service provides access to an unlimited number of free consultations with doctors via video or phone. MyDoc is conveniently available 24 hours a day, 7 days a week and it is designed to help members and their family wherever they are - at home, in work or abroad. Members can be confident in the healthcare advice they receive - all MyDoc GPs are registered with the Medical Council of Ireland. MyDoc GPs can also provide support or reassurance and when appropriate, prescriptions, sick certs and open private referral letters. What's great is, the service is also available to a member's spouse/partner and any dependant family member living in their household. This is one of the many benefits available to members of the TUI Income Continuance Plan and is a great service that can save members and their family both time and money. For more information, visit [www.cornmarket.ie/mydoc](http://www.cornmarket.ie/mydoc)

### Additional Voluntary Contributions

Are you planning ahead for your financial future? An Additional Voluntary Contribution (AVC) is a tax-efficient way to fund for extra income when you retire. At retirement, you can use the money to buy the additional pension benefits you want, subject to Revenue rules. Some of the benefits of an AVC are:

- ✓ You get tax relief now
- ✓ You have the option to retire early
- ✓ You decide how much you invest

**Warning: The value of your investment may go down as well as up.**

**Warning: This product may be affected by changes in currency exchange rates.**

**Warning: If you invest in this product you may lose some or all of the money you invest.**

**Warning: If you invest in this product you will not have any access to your money until you receive your Superannuation Benefits.**

Get prepared for retirement with an AVC and start planning for the things you'd like to do.

### Complimentary Financial Planning Advice for TUI members

You can benefit from free financial advice throughout every stage of your career and retirement from Cornmarket's Financial Planning Service. Your dedicated consultant can:

- ✓ Check your payslip, including your income and tax
- ✓ Review your sick pay rules and discuss the TUI Income Continuance Plan

\*Up to 75% less any other income to which you may be entitled e.g. half pay, Ill Health Early Retirement Pension, Temporary Rehabilitation Remuneration, State Illness Benefit. Subject to a claim being admitted. Other terms, conditions and exclusions apply. \*\*Terms, conditions and exclusions apply. For full offer terms and conditions, please visit [www.cornmarket.ie/](http://www.cornmarket.ie/) six-months-free. This plan is underwritten by New Ireland Assurance plc. New Ireland Assurance Company plc is regulated by the Central Bank of Ireland. A member of Bank of Ireland Group. \*\*\*MyDoc is provided by HealthHero, and distributed by Cornmarket on behalf of certain Group Protection Scheme/Plan underwriters. MyDoc is a benefit included in the TUI Income Continuance Plan. AVCs: Irish Life Assurance plc. is regulated by the Central Bank of Ireland. Aviva Life & Pensions Ireland Designated Activity Company, a private company limited by shares, trading as Aviva Life & Pensions Ireland and Friends First, is regulated by the Central Bank of Ireland. \*\*\*\*Comprehensive driving of other cars is only available on our Select policy. The Teachers' Car Insurance Scheme available through Cornmarket is underwritten by RSA Insurance Ireland DAC. RSA Insurance Ireland DAC is regulated by the Central Bank of Ireland. Home Insurance available through Cornmarket is underwritten by Allianz plc or Aviva Insurance Ireland. Allianz plc is regulated by the Central Bank of Ireland. Aviva Insurance Ireland Designated Activity Company, trading as Aviva, is regulated by the Central Bank of Ireland. A private company limited by shares.

# Helping you on your financial journey



Income Continuation Plan



Additional Voluntary Contributions



Financial Planning



Home Insurance



Health Insurance



Car Insurance

- ✓ Identify savings and investment options
- ✓ Calculate your Superannuation Benefits
- ✓ Create a tailored plan to reach your financial goals

Your free consultation can happen via video call, or in your home once it's safe to do so.

## The Teachers' Car Insurance Scheme

The Scheme is packed with first class benefits and with 2 levels of cover available, Select & Economy, there's something to suit everyone. The Scheme is also open to your spouse or partner too.

### Some of the benefits include:

- ✓ Comprehensive driving of other cars\*\*\*\*
- ✓ Bonus protection
- ✓ Malicious damage cover on school grounds

- ✓ Breakdown Rescue 24/7, 365 days a year\*
- ✓ Windscreen cover
- ✓ Low excess & much more!

## Home Insurance

Cornmarket's Home Insurance provides a great level of cover at a very competitive price. Benefits include:

- ✓ 24-hour, 365 days-a-year, nationwide emergency HomeRescue Service\*
- ✓ New for old protection
- ✓ Fire Brigade charges benefit up to €2,000
- ✓ Cover for the theft, loss or escape of oil
- ✓ Optional Extra: Accidental damage cover for buildings & contents.

## Health Insurance Comparison Service

With hundreds of health insurance plans on the market across the 3 health insurers, comparing your cover can be a stressful and time-consuming process. Cornmarket's Health Insurance Comparison Service does all the hard work for you. They compare all health insurance plans on the market to help you choose the plan that suits you. There's nothing more important than your health.

## Win an Ireland's Blue Book Voucher worth €5,000<sup>++</sup>



In addition, Cornmarket and the TUI are also offering one lucky TUI member the chance to win an Ireland's Blue Book Voucher worth €5,000. Update your details with Cornmarket by 30th November 2021 and you could be in with a chance to win!

To enter the competition, visit [Cornmarket.ie/tui](https://www.cornmarket.ie/tui). T&C's apply<sup>++</sup>.

To find out more about the above offers and the services available specifically for TUI members, visit [Cornmarket.ie/tui](https://www.cornmarket.ie/tui)

\*HomeRescue Service and Breakdown Rescue are provided by MAPFRE ASISTENCIA Agency Ireland. MAPFRE ASISTENCIA Compañia Internacional de Seguros y Reaseguros SA trading as MAPFRE ASSISTANCE Agency Ireland is authorised by the Dirección General de Seguros y Fondos de Pensiones del Ministerio de Economía y Hacienda, Spain and is regulated by the Central Bank of Ireland for conduct of business rules. <sup>++</sup>Full terms and conditions can be found here: <https://www.cornmarket.ie/termsconditions-tui-competition/> Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies. Telephone calls may be recorded for quality control and training purposes.  
17608 TUI Editorial 10-21

# Important dates to Annual Congress 2022

## 20th September 2021

Nomination forms for annual elections issued.

## 18th December 2021(R)

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

## 4th February 2022

Last date for receipt of nominations for positions of Vice-President, Standing Orders Committee for Areas 1 and 2, Assistance Fund Area 1-5 and Area 15-19 and Area Representatives for the following areas:

### Area:

- 1 Wicklow, Kildare, Laois and Carlow
- 3 Cavan, Monaghan, Louth and Meath
- 5 Tipperary N.R., Clare and Limerick City
- 7 Kerry, Limerick County
- 9 Cork City and Cork County
- 11 Galway City, Galway County and Mayo
- 13 C&C Schools in Counties Cavan, Dublin, Kildare, Louth, Meath, Monaghan, Wicklow
- 15 Third Level Colleges – Dublin (excluding City), Louth, Monaghan, Cavan, Meath, Kildare, Offaly, Laois, Wicklow, Carlow, Kilkenny, Wexford
- 17 Third Level Colleges – Cork, Tipperary and Waterford
- 19 Third Level Colleges – Kerry, Limerick, Clare, Galway, Mayo.

Please note that nominations will close at 2.30 p.m. on 4th February, rather than 5.00 pm

## 15th February 2022(R)

Preliminary Agenda will issue to Branches

## 28th February 2022

Issue of ballot papers for elections.

## 1st March 2022(R)

Last date for receipt of:

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

## 23rd March 2022

Last date for receipt of annual election ballot papers.

## 29th March 2022(R)

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

## 12th April 2022(R)

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

## 19th April 2022

Annual Congress opens

Note:

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

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

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

Rule 15 In-benefit members for the purpose of arriving at the number of delegates to the Annual Congress are fully paid-up members for the month of December whose subscriptions have been received by the General Secretary on or before the last Friday in February, i.e. **Friday, 25th February 2022.**

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.

## 28th April 2022

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

## 9th May 2022

Issue ballot papers for election of President.

## 31st May 2022

Last date for receipt of ballot papers for Presidential election.

Note: (R) = Under Rule



# Annual Congress 2022

19th – 21st April 2022

**Annual Congress 2022 will take place in Wexford. It will be held in the Clayton Whites Hotel. Reservations for accommodation during Annual Congress can be made with the following hotels:**

## Clayton Whites Hotel

B&B €168 twin/double room  
€115 single room

## The Maldron Hotel

B&B €149 twin/double room  
€109 single room

## The Talbot Hotel

B&B €129 twin/double room  
€109 single room

## The Ferrycarrig Hotel

B&B €135 twin/double room  
€125 single room

**Bookings must be made 14th February 2022 to avail of these rates.**

## Reservations

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

## B&B Accommodation:

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



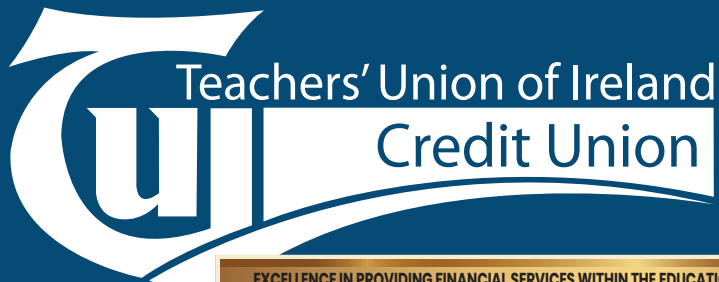
## Crèche

Information regarding crèche facilities and how to apply will be available at a later date.

## Meals at Congress

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





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## Strength in Members

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Teachers' Union of Ireland Credit Union is regulated by the Central Bank of Ireland



# CHRISTMAS LOANS

Borrow €3,000 over 12 months, repay €256.68 per month, total amount payable (including interest of €80.04) is €3,080.04. Annual interest rate (variable) is 4.89%.

Loans are subject to approval. Terms and conditions apply. If you do not meet the repayments on your loan, your account will go into arrears. This may affect your credit rating which may limit your ability to access credit in the future.

## MONTHLY PRIZE DRAW WINNERS

	AUGUST	SEPTEMBER
1st	Siobhaun Cawley, Co. Galway	Ian Cunningham, Co. Donegal
2nd	Yvonne Claffey, Co. Offaly	Bernard McCormack, Dublin 11
3rd	Maire Vaughan, Co. Clare	Theresa McMullin, Co. Mayo
4th		Miriam Bennett, Co. Donegal
5th		Mary Fox Healy, Co. Meath
6th		Robin Webster, Dublin 4



## 2021 SCHOLARSHIP AWARD WINNERS

Congratulations to our winners and thank you to everyone who entered!

### CATEGORY 1

2 Bursaries of €1,500  
(Postgraduate Course)

- Nicola Glennon
- Derek Maher

### CATEGORY 2

2 Bursaries of €1,500  
(Undergraduate Course)

- John Reynolds
- Ross Dunphy

### CATEGORY 3

1 Bursary of €1,500  
(Student Teachers)

- Shelly Langan



## MEMBER NOTICE - INCREASE IN SAVINGS AMOUNT

Please note that with effect from November 1<sup>st</sup> members will be able to increase their total savings with TUI Credit Union to €40,000. See [www.tuicu.ie](http://www.tuicu.ie) for more information.

Don't forget to follow us on Social Media to keep up to date with the latest TUI Credit Union news





# Union Global Solidarity in Action

We are so caught up with the COVID-19 pandemic that we may have forgotten a key issue – it is a global disease. Think back nearly two years ago to the rapidity with which it travelled from country to country. The world is a small space, and we are all connected. With regards to COVID we are not safe until people in every country, especially those living in close quarters in poorer countries, are also vaccinated.

That gives us an introduction to the work of the ICTU's Global Solidarity Committee – concern about trade union and worker related issues in all countries. Trade unions are about solidarity between workers. This usually occurs between workers in the same company or school/college and solidarity means not allowing one worker, or group of workers, to be picked off by an exploiting employer. Global solidarity is bringing that to the worldwide plane. It involves the Committee in issues like climate change and a just transition for workers; refugees and asylum seekers – including those in Direct Provision - and encouraging businesses to take responsibility for human rights in their operations.

Indeed, the terms of reference of the Committee include: "To promote fraternal and co-operative relations with trade unions and trade union federations ... in other countries for the purposes of

furthering the common interests of workers in all countries."

The Committee meets six times or more a year. But it is an active committee, often sending delegations or writing to lobby Irish government officials and also officials in embassies of other countries. Occasionally members of the Committee have attended pickets and demonstrations outside embassies and companies, especially when they are in the news, such as at a company AGM. We sent a delegation to look at the conditions in 'The Jungle' refugee camp in northern France just before it was bulldozed in 2016.

It is involved in a wide variety of coalitions and committees, with particular focus on countries where workers and others are particularly exploited. This includes Palestine, Colombia, Myanmar along with several other states. It was particularly concerned for the rights of migrant workers building the stadiums for the forthcoming soccer World Cup in Qatar. It connects with coalitions like Coalition 2030 dealing with the Sustainable Development Goals and the Irish Coalition for Business and Human Rights and works closely with Irish NGOs on several issues.

The Committee also gets involved with topical matters and recently these have

included supporting the training of workplace activists in how to challenge the rise of the Far Right and racism in workplaces and schools. It has been active in relation to the EU-Canada trade agreement which gives privilege to investors ("ISDS") which could cause governments to think twice on democratic initiatives, not least regarding fossil fuel extraction. As mentioned, Palestine has always remained in focus and the Committee has put its weight behind the Occupied Territories Bill.

The Committee also runs a summer school to educate workers on global solidarity issues. This often includes speakers from the international trade union movement and the International Labour Organisation. TUI usually sends several members. Activities at these Summer Schools and the work of the Committee in general can be viewed at its webpage <https://www.ictu.ie/global-solidarity>

A few unions have global solidarity committees of their own. Unfortunately, the TUI does not. However, the ICTU Committee will be re-constituted soon after the Biennial Delegate Congress and TUI will be nominating two members to it.

*Tom O'Connor*



TUI REPRESENTATIVES PICTURED AT THE COP26 COALITION IRELAND RALLY THAT TOOK PLACE IN DUBLIN ON 6TH NOVEMBER

# TUI members, take out Car Insurance you can trust!



**90% of customers surveyed said they'd recommend a car insurance policy through Cornmarket\***

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\*\*Offer applies for new customers who buy online and whose policy starts between 01.10.21 & 30.11.21. Maximum discount is €100. Underwriter T&C's apply.



**Call us on (01) 408 6203 or**

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The Teachers' Car Insurance Scheme available through Cornmarket is underwritten by RSA Insurance Ireland DAC. RSA Insurance Ireland DAC is regulated by the Central Bank of Ireland. \*Source: 206 out of 230 customers surveyed from January to November 2020.

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**GENERATION  
APPRENTICESHIP**  
[www.apprenticeship.ie](http://www.apprenticeship.ie)

# STANDING TOGETHER



## CAO SYSTEM WIDENS TO INCLUDE APPRENTICESHIPS AND FURTHER EDUCATION AND TRAINING OPTIONS

For the first time ever, in 2022 CAO applicants can access information on apprenticeships and apply for further education and training options via the CAO website. This important piece of work, brought forward by the CAO, SOLAS, ETBI and HEA, will help school leavers better understand their options and the many routes that are now available to them. In 2021 over 8,000 employers used apprenticeship to support and grow their businesses with over 21,850 apprentices completing training in areas as diverse as engineering, property services, construction, manufacturing, logistics and biopharma sectors, finance, ICT and many more. **See [apprenticeship.ie](http://apprenticeship.ie)** for the full list of 62 apprenticeship programmes.



**Format:** Themed on careers and skills, the 'Standing Together' exhibition will form an inspiring backdrop for talks, presentations and discussions exploring apprenticeship careers & skills, mental health, the growth in number of female apprentices and tackling climate change.

**Key themes:** The role of apprenticeship in the green agenda, skills to achieve the Housing for All Strategy targets, why more women are forging successful careers through apprenticeship and the teamwork, leadership, creativity and problem solving used by apprentices to create their 'A' sculptures.

**Who is it for:** Those interested in apprenticeship - potential apprentices, employers, teachers, guidance counsellors, parents. The exhibition and talks will be delivered virtually with live Q&A sessions and recordings made available through a Standing Together online hub.

**Output:** 'Standing Together' will generate significant information on apprenticeship including access to apprenticeship, the exciting careers available and useful information for employers. More information will be available on **[apprenticeship.ie](http://apprenticeship.ie)** in the coming weeks.

**See launch video:** [www.apprenticeship.ie/news-events/news/standing-together](http://www.apprenticeship.ie/news-events/news/standing-together)





# WINNING ENTRY TURNED INTO NEW ADVERTISING CAMPAIGN

Sign up now for the next Generation apprenticeship competition in schools and centres E: [apprenticeship@solas.ie](mailto:apprenticeship@solas.ie)

The work of Liberties Training Centre, category 1 winners of the Generation apprenticeship competition in schools and centres has been used in a new campaign promoting the Apprenticeship Incentivisation Scheme. The campaign included national billboards, targeted social carousels and a 30 second ad running across major on-demand channels (RTÉ, ALL4 and SKY). A second campaign focusing on green skills and using the work of category 2 winners Blackpool, Glen, Farranree Community Training Centre is in production. For more information on the competition see [www.apprenticeship.ie/news-events/competitions](http://www.apprenticeship.ie/news-events/competitions). The competition has evolved over the last two years with new prizes and formats.

## Rebel Aghada by Billy Fitzpatrick – a book review

This local history of the east Cork parish of Aghada is both a scholarly work and a compelling read. Significantly, historian Dr Sinead McCoole, a member of The Expert Advisory Group on the Decade of Centenaries and previously an advisor to the Ireland 2016: Centenary Programme, writes that she hopes that Rebel Aghada will “inspire others to write of their own people, parish and place during this decade of centenaries.” The book’s author Billy Fitzpatrick, a former TUI president and Aghada native, guides the reader from the 1798 rebellion, through the time of the Fenians, and the Land War, to the main focus of the book which is the revolutionary years of the early twentieth century. He does this with an engaging writing style and meticulous referencing of a wide range of sources.

The author does not present a simplified, or romanticised, version of Irish history and

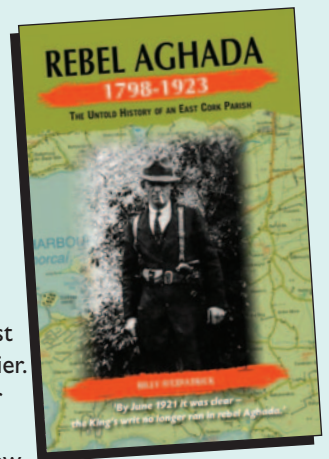
nor should he, given the brutality of war. However, he nails his democratic colours to the mast in defence of the historic mandate for the Irish republic achieved in the 1918 general election. The war which followed involved a heavy local presence of Black and Tans, Auxiliaries and regular troops, but the author concludes that, “By June 1921 it was clear the king’s writ no longer ran in rebel Aghada”. The women of Cumann na mBan and the local lightly armed company of eighty-six Volunteers had outmanoeuvred the Crown Forces into a position of “ineffectiveness and ultimate stalemate”.

The national and international contexts of local history are not ignored in this book. One chapter is intriguingly entitled ‘The Red Guards of Aghada’, a name bestowed on the parish’s striking farm workers in 1920 by the ITGWU organ, Watchword of Labour. This chapter outlines turbulent events in the context of the Limerick Soviet, the

takeover of Buttevant Creamery and the Bolshevik revolution of just a few years earlier. There are other gripping stories too including how an IRA volunteer comforted a dying Black and Tan, and how a mother and her son were torn apart by the tragedy of the Civil War. Individual human experiences are not ignored.

Not surprisingly, Rebel Aghada is already in its fourth print. It retails at €15 and is available from the main bookshops in Dublin and Cork, as well as online for €20 (including P&P) – simply Google ‘Rebel Aghada’ and purchase from the site.

*Reviewed by Gerry Quinn, former President of TUI who has an MA in Local History.*



# WorldSkills Ireland to be held in March 2022



TUI representatives attended the launch of WorldSkills Ireland, which will be held in the RDS Simmonscourt from 22nd to 24th March 2022. WorldSkills Ireland is an exciting partnership between enterprise, industry, education, training and government that raises the profile and recognition of skills and apprenticeships while preparing the students of today for the careers of the future. The event will showcase both the traditional and the developing skills and apprenticeships to young people in post primary schools all over the country, with attendees able to watch competitions live while craftspeople and companies demonstrate all they have to offer.

Winners of WorldSkills Ireland will progress to the international WorldSkills 2022 event which will be staged in Shanghai, China. Ireland has always performed tremendously well in the international competition and our last squad came eighth overall, a significant achievement which showcased the talent and commitment of all involved.

The Minister for Further and Higher Education, Research, Innovation and Science Simon Harris and the Minister of State for Skills and Further Education, Niall Collins, recently launched the Action Plan for Apprenticeship 2021-2025. The Action Plan sets out a five-year strategy to deliver on the programme for

government commitment of reaching 10,000 new apprentice registrations per year by 2025. The plan provides a roadmap to a single apprenticeship system and new supports for employers and apprentices.

The TUI is proud to be involved in a small way with members who drive this event and we look forward to working with them as they realise their vision for a fantastic WorldSkills Ireland 2022.



# TUI Members – Update your details by 30th November 2021 & be in with a chance to win!



To enter, visit [cornmarket.ie/tui](https://cornmarket.ie/tui)



\*Terms & conditions: You must be a member of the TUI to enter. Only one entry allowed per person. Once you update your details by 30th November 2021 you are automatically entered into the draw. Promotional photography with your consent. Competition is only open to paid-up members of the TUI. A winner will be drawn at random by an independent adjudicator on 3rd December 2021 date and winner will be informed by e-mail or telephone call within 3 working days of the draw. There will be one winner of the competition. In the event of winning, we will contact the TUI to verify your membership. The TUI reserves the right to cross reference the winner's details with their membership records to ensure that the winner is a paid up member of the TUI. Winner details will be available upon request. Draw open to TUI members aged 18 and over who are ROI residents. No purchase necessary. No cash alternative to prize. Draw excludes any employee of Cornmarket and anyone directly/ professionally associated with the promotion. Entries not submitted in accordance with these rules, delayed or incomplete entries will be disqualified. The promoter's decision is final and no correspondence will be entered into. The promoter, Cornmarket Group Financial Services Ltd., reserves the right to alter, amend and foreclose the promotion without prior notice. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies.





## TUI PROFESSIONAL DEVELOPMENT PROGRAMME

### PRE-RETIREMENT SEMINAR 2022

DATE	VENUE
Thursday 10th March 2022 9.00am-4.30pm	Hodson Bay Hotel, Roscommon Road, Athlone

***Places are limited and will be allocated on a first-come first-served basis.  
Please ensure you complete this form in full and return to the postal address below.  
Alternatively, you may email the completed Application Form for the attention of  
Lesley Conville to: [lconville@tui.ie](mailto:lconville@tui.ie)***

#### APPLICATION FORM

Your Name: \_\_\_\_\_

Name of School/Centre/College/TU: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

Dietary Requirements: \_\_\_\_\_

**TUI, 73 Orwell Road, Rathgar, Dublin 6, D06 YP89  
Telephone: (01) 4922588**

# Noel Rodden – an appreciation

Although it is almost a full year since our dear friend and colleague, Noel Rodden, passed away suddenly and unexpectedly, the sense of shock and profound sadness has scarcely eased. Noel, a pillar of the Co. Donegal TUI Branch, fell ill and died on 17th November 2020 while out walking with his students. It is a day that is etched in the memory of all who knew him.

Noel worked as a teacher in Lifford Youthreach with Co Donegal ETB, having previously worked in Youthreach Letterkenny and, for a time, as the Acting Director of the Senior Traveller Training Centre (STTC) Letterkenny.

He was one of the first ever persons to be employed as a teacher in Youthreach – a badge he wore with pride when advocating for the rights of others in the sector.

And, indeed, Noel was a tireless advocate for others. He was a proud, dedicated and honourable member of the Teachers' Union of Ireland - never missing a Union meeting and always at hand to assist members whenever assistance was needed. Noel served in a range of Branch Officer roles, including Branch Chair and Equality Officer; and, over many years, provided outstanding service to TUI members in Donegal. At national level, Noel represented the Branch at many TUI Annual Congresses and in 2017 was elected to the Union's national Standing Orders Committee, serving as Chair of the Committee in 2019.

Noel believed in the transformative potential of high quality public education and felt honoured to be elected to the role of Staff Representative on Donegal ETB. and to be an ETB nominee to the Boards of Management of a number of schools – Deele College, Raphoe; Pobalscoil Chloich Cheannfhaola, An Fál Carrach; Loreto Community School, Milford and the Rosses Community School, Dungloe – evidence of his generous commitment to the education community generally throughout the county, irrespective of sector.

Noel was a true gentleman. He conducted his business with professionalism, respect and the utmost integrity. He was held in very high esteem by everyone he met. He loved debate, engaging with precision, style and unflinching



courtesy, on any topic. This talent was clearly evident when it came to the TUI. His deep knowledge of rules and procedures and his love of language made him a formidable adversary and he would regularly outmanoeuvre any of us unwise enough to take him on. He was, beyond doubt, a master tactician. Of course, he wore his wisdom well and directed his keen wit and wry sense of humour more at himself than at others.

Always kind and forward-looking, Noel made a particular point of encouraging his female colleagues to take leadership roles in the TUI, both locally - at centre, school and branch level - and nationally. He knew that the TUI needed equality in practice.

Noel was a GAA fanatic – a great club person who followed his beloved St. Michael's and, of course, the county team wherever their league and championship fixtures brought them. A former GAA referee, he was all too aware of what a referee should - and should not - do.

A Creeslough man, a family man, Noel was enormously proud of his brothers and sisters, his nieces and nephews – those in Ireland and those in Scotland, Australia and New Zealand – many of whom, owing to COVID-19, had to grieve and say goodbye from afar. Having lost his mother at a young age he always ensured that his younger brothers and sisters would never miss opportunities. He was, in his words and theirs, their chief advisor. Every conversation I had with him would inevitably, at some point, turn to his family, their adventures and successes.

Noel loved to travel – America, Australia, Hong Kong, wherever the spirit took him. Many a new suit was brought back from his forays abroad!

TUI members all over Ireland knew of and benefited from Noel's quiet, sensible, self-effacing intelligence, good-humour and commitment. He will always be a part of the TUI family. We have lost a stalwart, a true and great friend and colleague, but Noel's legacy - his decency, optimism, his sense of justice and his ability to unite - will never be forgotten. When we need inspiration and hope we will think of him and what he might say to us.

Noel's sudden death has reminded us all that tomorrow is never promised and that today must be lived to the full – just as he would advise.

Fear uasal, lách, críonna ab ea é. He will never be forgotten.



*Joanne Irwin  
Assistant General Secretary,  
Teachers' Union of Ireland*

## Donnchadh Ó Riordáin – an appreciation

The recent passing of Donnchadh Ó Riordáin means that TUI members have lost a longstanding servant, an experienced advocate for teachers and a champion for those in difficulty. No matter how powerful anyone was who might darken a TUI member's door, Donnchadh could be relied upon to give wise counsel and sterling support. His trade union activism has left an enduring and positive legacy.



Donnchadh was extremely loyal to the Co Laois Branch of TUI which benefited over decades from his regular attendance at branch meetings and advice to its officers. It all started in the early 1960s when he was active in the Laois Branch of Cumann na nGairm Mhúinteoirí, the Vocational Teachers' Association, which was a precursor of the TUI. Subsequently, he shared his understanding of organisational procedures, industrial relations and in more recent times his encyclopedic knowledge of teacher pensions. Donnchadh was a constant support and source of advice for those who had difficulties with their pensions, including the loved ones of deceased members. Many secured their pensions entitlements, often back paid with thousands of euro, because of his expertise.

Both Donnchadh and his great friend, the late George O'Sullivan who was a fellow Corkonian, travelled to different parts of the country to provide their knowledge on pensions to TUI members. As many of us are aware it wasn't simply about the important technicalities, the circular letters, the number crunching and so on. It was also about their advocacy of defined benefit pensions and their critical analysis of the pension "products" available to TUI members. They were justifiably proud of their stance.

Donnchadh devoted much of his time during his retirement to the Retired Members' Association (RMA), of which he was the first secretary. He was very active in organising outings including many trips abroad. Many of RMA's achievements owe a lot to him. For example, he was influential in helping to secure observer status/speaking rights on the TUI Executive so that their views and concerns could be expressed at the top table.

While Donnchadh fought like a lion on trade union issues he was, on a personal level, very gentle and jovial. He was renowned for his greeting of people with the phrase "What's the craic?". A fluent Irish speaker, a

talented Irish musician, a woodwork teacher with an artful eye for precision who could turn his hand to making many things including musical instruments, he was also a hurler who won two Laois county championships with Rathdowney but never lost his Cork accent and retained a deep affection for his native county. He arrived in Laois to teach woodwork, first in Rathdowney in 1956, then moved to

Portlaoise in 1968 and subsequently he became the first principal in Mountrath Vocational School in 1969. His instinct to help people was evident from a very early stage. One of his former pupils told me how Donnchadh offered him significant financial assistance so he could enrol on a training course. Such practical and selfless assistance was the mark of the man. Donnchadh had many other aspects to his life including having been a regional president of St Vincent de Paul, a lifelong pioneer and a man of deep religious belief.

Many TUI members, not just in Co Laois Branch, will feel the loss of Donnchadh but no tribute to him, however focussed on any one aspect of his life, is appropriate if it doesn't acknowledge that first and foremost he was a devoted husband to Mary, father to Pádraig, Seosamh, Máire and Donnchadh, and brother to Joan and Sister Gabriel Joseph. TUI sympathises with all of his family on their sad loss.

Codladh sámh Donnchadh, a chara. Your love of family, decency, generosity, patriotism, trade unionism, dedication to education, support for those in difficulty and interest in our history and heritage are just some of the important ways in which you have made a positive impact on others and our future. Co. Laois Branch of TUI is deeply grateful for your major contribution to it and saddened by your passing.

Ní bheidh a leithéid ann arís.

*Gerry Quinn, member of Co Laois Branch TUI and former President of TUI.*



# RMA News

## Recent EGM

With elements of normality returning, the RMA held an EGM in Tralee on October 19th. The meeting was called by the Officers to ratify decisions taken by the Management Committee during the twenty one months of the pandemic. Management Committee meetings had been held via Zoom but the 2020 and 2021 Annual General meetings could not take place. The TUI was represented at the EGM by Assistant General Secretary Seamus Lahart. A minute's silence was observed as a mark of respect for members who have left us since the last AGM. These included Donnchadh O'Riordan, Frank McCarthy, and Joan Kavanagh – all former Officers of the RMA. The business of the meeting was restricted to the Accounts for 2019/20 and 2020/21, and a number of RMA TUI constitutional amendments which now go before the TUI Executive Committee for approval. The EGM was arranged to coincide with the Autumn Break at the 4-star Rose Hotel in Tralee.

## Autumn Break

Over eighty retired members and partners/friends gathered for the Break which started on October 19th. On the 20th two buses took the group round the Dingle peninsula, visiting Inch Strand in glorious sunshine and then proceeding west. We stopped at Paudie's pub for tea/coffee before continuing to Sleat Head, our drivers keeping us informed about the highlights along the route. These included ring forts constructed from stone and beehive-shaped huts dating from the pre-Christian era. We stopped in Dingle for lunch and a walkabout, with ample time to visit the many craft shops, local museum and pubs of character.

Thursday's tour took us south via Kilgarvan to Kenmare. From there we went to Moll's Gap and Killarney National Park, stopping at Muckross House, again in bright afternoon sunshine. We had time then to stroll around Killarney town before returning to Tralee.

The Rose Hotel looked after us very well. The staff – dining-room, bar, housekeeping and reception – were extremely helpful and courteous. It was an extremely enjoyable three days and good value too.

Our next Break is set for Treacy's West County Hotel in Ennis at the end of March 2022 – March 29th, 30th and 31st. The details will be on the RMA TUI website shortly. In a change from previous years, it is proposed to ask intending participants to return a form to the Chair/Social Officer separately from making their booking with the hotel by phone. The information is needed to give us adequate time to book buses and arrange tour venues – e.g. museums, gardens, boat trips etc.

Next Year's AGM will take place in Galway's Harbour Hotel on May 18th.

## Pension Increase

For the first time since 2008, retired members are set to receive a 1% pension increase. This was due from October 1st 2021, but we anticipate some delay with the processing of the increase. A further 1% increase is due in 2022 (October 1st also). Both are as a result of the retention of parity agreed under 'Building Momentum', but it should be noted that parity is not guaranteed after the end of 2022.

## Representation for retired workers

Deputy Brid Smith's Bill was amended and

deferred by the Government at the end of June. The promised 'consultation' has yet to start, but in an effort to expedite that, an email lobbying campaign has been agreed for the end of November. Representatives of the relevant Retired Workers' Organisations have met by Zoom in recent months to form a united platform to achieve representation. RMA Branches will be issued with a standard letter which members can use to lobby their local TDs and Senators, who, it is hoped, will pressurise the relevant Ministers – Minister Varadkar and Junior Minister English.

## RMATUI Branch Activity

As mentioned in the last issue, the RMA exists to help service the needs of our members in their retirement. In recent years those needs have extended from the purely social to pension issues and others.

The RMA Branch structure provides members with a forum to expound their views with our Area Representatives and Officers in attendance, and allows members also an opportunity to hear first hand what is happening with the Alliance of Retired Public Servants and with TUI itself. We urge all RMA members to make an effort to attend local RMA meetings. Also, noting that our serving colleagues are also benefitting from the 1% increase mentioned above, many intending retirees have deferred retirement until later in the year. If you have such colleagues intending to retire this year, encourage them to join us. The form is on our website, and most TUI Branches pay the initial €25 subscription.

**Daniel Keane: RMATUI Secretary**  
**Martin Hoyer: RMATUI Chairperson**

## STAY INVOLVED IN RETIREMENT



### RMA MEMBERSHIP APPLICATION FORM

NAME: \_\_\_\_\_  
(BLOCK LETTERS)  
ADDRESS: \_\_\_\_\_  
MOBILE TELEPHONE NO.: \_\_\_\_\_  
E-MAIL ADDRESS: \_\_\_\_\_  
RETIRED FROM: \_\_\_\_\_  
(Name of College/School/Education Centre/TUI/IT)  
TUI BRANCH: \_\_\_\_\_

"I consent that my data will be used for the legitimate processing & administration of my RMA membership and to contact me only regarding RMA membership".

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Please forward the completed application form to Membership Officer: **Michael McNulty, Mount Pleasant, Ballymackey, Nenagh, Co. Tipperary**

## ARE YOU RETIRING THIS YEAR?

Join the Retired Members Association and be involved in promoting the interests of retired teachers and lecturers

### Your First Year's Membership is Free

#### Aims of the Association:

- to safeguard and promote the welfare of retired TUI members.
- to provide access to advice to members.
- to keep retired members in touch with colleagues
- to keep members informed.
- to respond to developments that impinge on the lives of retired members.

#### To promote these aims it:

- liaises with the TUI Officials and has observer status at Executive meetings.
- is a member of the Alliance of Retired Public Servants & ICTU Retired Workers' Committee.
- organizes three national outings
- provide members with a TUI Diary & TUI News.
- has local branches

#### Organisational Structure:

- The Annual General Meeting elects a Chair, Secretary, Treasurer, Membership Officer, Social & Cultural Officer and fourteen other members who form the National Management Committee.

#### RMA Website:

Visit our website [www.rmatui.ie](http://www.rmatui.ie) to find further details about the Association.

# JOIN



## RETIRED MEMBERS' ASSOCIATION



Sponsored by

**cornmarket**  
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**Congratulations to:**

**Vol 44 No 1 winner**  
**Breda McGettigan**  
**Mulroy College**  
**Co Donegal**

# Crossword

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

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

Name \_\_\_\_\_

Workplace \_\_\_\_\_

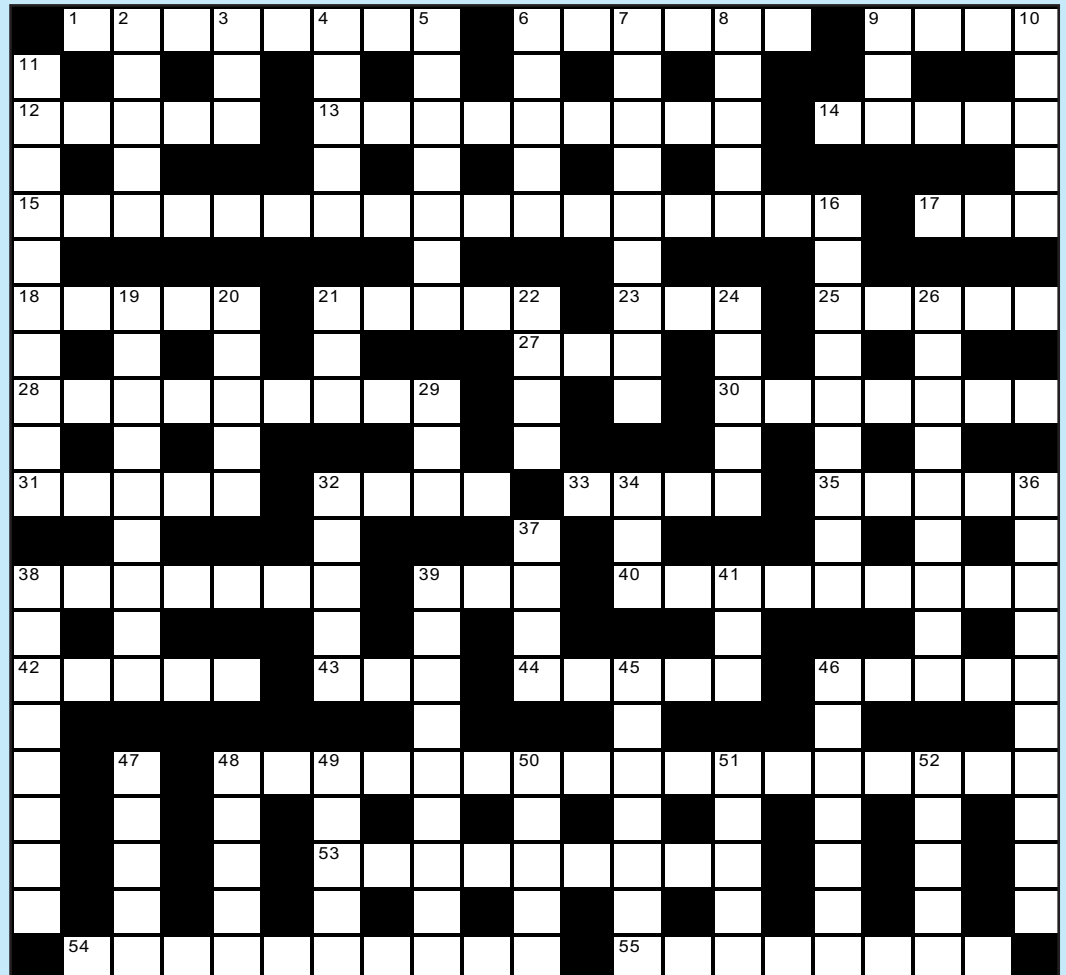
Address \_\_\_\_\_

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

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

Send entries to: TUI Crossword  
November/December 2021,  
TUI, 73 Orwell Rd, Rathgar,  
Dublin 6, D06 YP89.

Closing date for entries:  
Friday, 8th January 2022.



## ACROSS

- 1 Embellished with a raised pattern (8)
- 6 A container that is usually woven and has handles (6)
- 9 A small open pie with a fruit filling (4)
- 12 The beginning of something, especially something unpleasant (5)
- 13 An assistant subject to the authority or control of another (9)
- 14 Crime film and TV series about a Minnesota town, allegedly based on true events
- 15 A person who lays out grounds in a way which is ornamental or which imitates natural scenery. (9,8)
- 17 An unnatural or sickly pallor; pallid (3)
- 18 2006 hit single by Amy Winehouse (5)
- 21 Make a thrusting forward movement (5)
- 23 Seek or strive for the same thing as someone else (3)
- 25 Marked by courage and determination in the face of difficulties or danger; robust and uninhibited (5)
- 27 A deer, a female deer (3)
- 28 The act of arranging in grades (9)
- 30 A rite or body of rites prescribed for public worship (7)
- 31 An electronic receiver that detects and demodulates and amplifies transmitted signals (5)
- 32 The Journey of The ----- poem by TS Eliot (4)
- 33 A small flake of soot (4)
- 35 ----- Park, home ground of Dundalk FC (5)
- 38 Inclined to show mercy (7)
- 39 Drink slowly (3)
- 40 Chemical element with symbol K (9)

- 42 A distant view of a wide area (5)

- 43 Tear or be torn violently (3)

- 44 Implied by or inferred from actions or statements (5)

- 46 John Lennon and Yoko Ono's 1969 protest against the Vietnam War (3,2)

- 48 A medium-large breed of domestic dog (9,8)

- 53 Espresso diluted with hot water (9)

- 54 The practical application of science to commerce or industry (10)

- 55 Quadrennial international sporting event (8)

## DOWN

- 2 A craftsman who works with stone or brick (5)

- 3 Many times at short intervals (3)

- 4 Apparatus which enables a person to breathe underwater (5)

- 5 A feeling of offence or resentment (7)

- 6 A full body cloak worn by some Muslim women (5)

- 7 Person who engages in swimming underwater without a diving suite or air tank (4,5)

- 8 Incite, urge ahead, provoke (3,2)

- 9 A light mid-afternoon meal of tea and sandwiches or cakes (3)

- 10 A small sharp-pointed tip resembling a spike on a stem or leaf (5)

- 11 A flag usually bearing a white skull and crossbones on a black background (5,5)

- 16 ----- Brothers - musical duo of Bill Medley and Bobby Hatfield (9)

- 19 An ornamental covering or band for the head, especially one worn on ceremonial occasions. (9)

- 20 Long-running children's comic, featuring Dennis the Menace and Minnie the Minx (5)

- 21 Flower arrangement consisting of a circular band of foliage or flowers for ornamental purposes (3)

- 22 The ----- stage name of David Howell Evans (4)

- 24 Ceremonial elegance and splendour (5)

- 26 Thrown into a state of intense fear or desperation (9)

- 29 Bother persistently with trivial complaints (3)

- 32 Machine that converts other forms of energy into mechanical energy and so imparts motion (5)

- 34 A diagrammatic representation of the earth's surface (or part of it) (3)

- 36 A tropical grass native to India and Sri Lanka (10)

- 37 A quarrel about petty points (4)

- 38 A thing used to protect, decorate, or conceal something else. (8)

- 39 A fictional character with special powers used for heroic purposes (9)

- 41 A small amount (especially of a drink) (3)

- 45 A fractional monetary unit in South America (7)

- 46 1956 comedy film starring Marilyn Monroe (3,4)

- 47 To try or test the flavour of (5)

- 48 Double ----- 1983 single by Malcolm McLaren concerning the skipping game of the same name (5)

- 49 A cry of approval as from an audience at the end of great performance (5)

- 50 A cordial disposition (5)

- 51 Ebony and ----- 1982 number-one single by Paul McCartney and Stevie Wonder. (5)

- 52 Violent and needless disturbance (5)