



news

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TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

Make
Education
an
Election
Issue



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Stand Up! against homophobic and transphobic bullying

Stand Up! Week tackles homophobic and transphobic bullying by increasing awareness, friendship and support for LGBT students by other students. Schools find **Stand Up! Week (23rd-27th November 2015)** very useful in helping them to meet the requirements of the DES Anti-Bullying Procedures.

BeLoNG To's Stand Up! campaign was identified as one of the key actions schools can take under the Government's National Action Plan on Bullying. Funded by the Department of Education and Skills, the National Office for Suicide Prevention (HSE) and the Department of Children and Youth Affairs, the campaign calls on young people across Ireland to support their LGBT friends.

Dr Carol-Anne O'Brien BeLoNG To's Director of Advocacy says that Stand Up! tackles bullying "by bringing a positive message of friendship to all students. It also tells LGBT young people that they are not alone, and they do not have to suffer or witness homophobic or transphobic bullying in their schools."

CPD sessions have been organised and will be delivered by senior staff from BeLoNG To, who will be very open to questions and discussions. The remaining session takes place at Dublin's West Education Centre, Monday, 16th November, 7-9pm See www.belongto.org



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Make Education an Election Issue - Campaign Against Exploitation

TUI's recent emphatic rejection of the Lansdowne Road Agreement (LRA) proposals - 92% No on a nearly 60% turnout - represents a clear call for action on the problems which are troubling our profession and education provision. We have said that we will honour our commitments under the Haddington Road Agreement until next summer. What happens beyond that point depends on what progress, or otherwise, is made on resolving the ongoing issues.

These issues go to the very heart of our purpose as a trade union and must continue to be addressed until they are resolved. **They include cuts to education funding, staffing provision in third level, unfair and unsustainable workloads, the crisis of young teachers/lecturers struggling with low incomes, the managerialist approach to the implementation of the Croke Park hours and the absence of a career structure for many of our members in the further education sector.** Educationalists are the foundation on which our education system is built and an injury to us is also an injury to the students we teach. The message, that the effectiveness of our education system is inseparable from the treatment of our profession, must be made loud and clear. We also require written clarification of verbal commitments that paragraphs 3.2 and 4 in the LRA proposals will not curtail our ability to take industrial action.

None of us should be in any doubt about the scale of the challenge we face. TUI members are entitled to pay restoration, albeit partial, as much as those other public

sector workers who have accepted the LRA. The punitive measures contained in the Financial Emergency Measures in the Public Interest (FEMPI) Bill 2015, only published as our recent ballot concluded, are designed to force us into the LRA without having our grievances addressed. The threat, for example, to freeze pay increments until 2018, is draconian and not what is expected from a democratic state. This is compounded by the reference to "Financial Emergency" which flies in the face of the government's narrative of economic recovery. TUI has written to every TD and Senator objecting strongly to the punitive provisions of the FEMPI Bill and seeking their amendment. We have also sought a commitment that the Public Service Pension Reduction (PSPR), be removed for all of our retired colleagues.

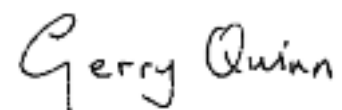
While the Executive Committee will seek to ensure that all of our members are protected from punitive measures, none of these threats will deter us from our campaign to have our grievances addressed. Over the coming weeks and months, TUI will lobby politicians and others who can influence government policy, use media opportunities to highlight the problems, stage protests and will ballot members for industrial action up to and including strike action. Given the new legislative requirements set out in the Regulation of Lobbying Act 2015, advice on how to lobby local General Election candidates will issue to Branches from TUI Head Office. It is important that such advice is followed at all times (See box below also).

While not all of our members will be lobbying, the majority of members will have

election candidates arriving at their doorsteps canvassing for votes. This is a perfect opportunity for you to raise our issues and ask them to support education sectoral talks to have our issues, as outlined above, addressed. Remind them that we were not given the opportunity to deal with these problems during the talks that led to the LRA proposals. Remind them that education is the engine of our economy and an inspiration for our creativity, culture and citizenship. Remind them that equality in society is not possible if our education system is not equitable, with fair practices for educators and students alike. And, finally, remind them of their responsibility with regard to all of these matters.

Youthreach

TUI members in Youthreach centres will be balloted in the coming weeks on the "Operator Guidelines for the Youthreach programme". There is legitimate concern among our members regarding these guidelines because they potentially could give rise to increased workload and a requirement to conduct specialised work without the necessary training. The ballot will ask members to provide the Executive Committee with the required mandate, under the Industrial Relations Acts, to issue appropriate directives in order to safeguard TUI members from exploitation in Youthreach centres. It is important, therefore, that our workplace representatives and committees work to ensure a high turnout and a strong 'YES' vote for industrial action.



An important note on lobbying

Under the Regulation of Lobbying Act 2015, a designated official in TUI Head Office is responsible for making a return every four months in respect of lobbying carried out on behalf of TUI.

TUI is requesting that members, specifically on behalf of the union, lobby politicians prior to the general election on the range of issues highlighted in bold in A Word From The President above.

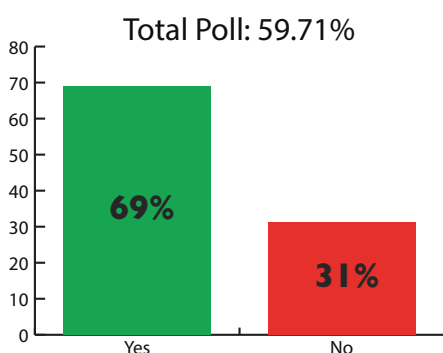
In order to assist TUI Head Office in compiling returns under the lobbying legislation, we would greatly appreciate, if, once you have lobbied a designated public official (i.e. your local politician), that you email TUI Head Office at lobbying@tuimail.ie setting out:

- the name/s of the politician/s you lobbied,
- the subject matter on which you lobbied and
- the method of lobbying used by you (face to face meeting/informal meeting/telephone call/letter/email/social media)

TUI members vote to accept Junior Cycle reform proposals

Following a lengthy and eventful campaign that involved two days' strike action, TUI members have voted in a ballot to accept proposals for Junior Cycle reform following negotiations between the unions and the Department of Education and Skills.

Members voted in favour of acceptance of the negotiated document by a margin of 69% to 31% on a turnout of 60%.



Speaking on the day that the ballot result was made public – September 24th - TUI President, Gerry Quinn said that the negotiated document 'provides for reinstatement of a fully externally assessed, state certified Junior Certificate examination and professional time is provided for teachers. Therefore, our key objectives were attained.'

At all times, the TUI delegation approached the exhaustive negotiations seeking to improve second level education while protecting teachers from exploitation. In May, the Executive Committee of the union decided that a negotiated document – Joint Statement on Principles and Implementation – formed the basis for a ballot of members, subject to further negotiation on time and resources. Following intensive further discussions between TUI and ASTI representatives and the Department of Education and Skills (DES), an agreement on time and resources for the implementation of the new Junior Cycle was reached in early

July. At its next meeting in August, the Executive Committee of the TUI recommended acceptance of the proposals. Ballot papers issued on September 9th with a return date of September 23rd.

The full document issued to all members with an involvement in Junior Cycle and the September edition of TUI News provided full information on why the union was recommending acceptance of the proposals. In addition, regional meetings were held around the country to explain and discuss any aspect of the proposals. Text messages urging engagement on the issues were sent to members. A series of short video messages from the President, outlining various aspects of the union's position, were also recorded and promoted.

TUI members decided in a ballot that their key, complementary concerns have been appropriately addressed.

The principled position of TUI members has been protected and the document explicitly acknowledges that significant change must be appropriately resourced from the start.

What happens now?

Subsequent to acceptance of the proposals by members, the TUI directive on non-cooperation with the Junior Cycle Framework Proposals

(effective from April 7th 2014) was lifted and the TUI is no longer in dispute with the DES regarding Junior Cycle.

Of course, if other issues, including educational issues, arise in the course of implementation, they will be addressed by the union in an appropriate manner through the available fora, such as the Implementation Committee.

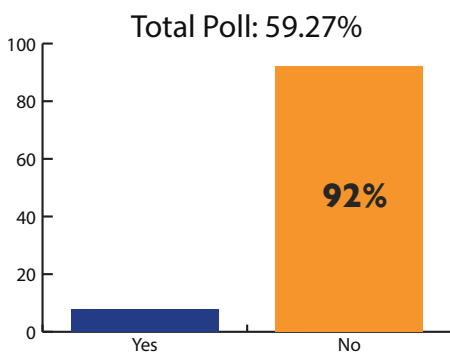
It is TUI's understanding that the Junior Cycle for Teachers (JCT) support service will commence continuing professional development (CPD) in November, with an initial focus on English. Whole school CPD (as per Circular Letter 20/14) will also be available to schools.

In their ballot (issued without recommendation), ASTI members rejected the proposals. In light of the fact that the ASTI is still in dispute on the issue, the Minister has instructed that, in the first instance, the CPD will be provided in the ETB sector only. TUI remains in close contact with our colleagues in the ASTI and will continue to work together to ensure that there is mutual understanding of and respect for our respective positions in this regard.

Members will be kept advised and informed of any arising developments in relation of the implementation of Junior Cycle reforms.

TUI emphatically rejects Lansdowne Road Agreement

TUI members have emphatically rejected the LRA by a margin of 92% on a turnout of over 59%.



TUI had campaigned vigorously for a 'No' vote, with regional information meetings arranged to outline the union's position. Video messages from President Gerry Quinn were recorded and promoted, text messages were sent to members and a special bulletin of TUI News was also produced. As a result of a postal dispute, the closing date for receipt of completed ballot papers was extended to Wednesday, October 14th.

The union described the message given by members as being 'absolutely unequivocal' and stated that the LRA completely fails to address critical issues that are swamping the education system.

Key to these is the atrocious plight of young teachers and lecturers, who in many cases struggle in poverty as a result of low hours and insecure employment.

The union has relentlessly highlighted that almost one third of TUI members at second level (and up to half of those under 35) are in temporary/part time employment, with many experiencing income poverty as a result. To compound this inequality, new entrants to the profession since February 2012 have been

placed on discriminatory, differentiated pay scales. To continue to attract the best graduates to the profession, and to allow young teachers and lecturers to develop sustainable careers, we need to return to a position where all appointments are on a permanent and full-time basis, as is the case in other areas of the public service. Additional measures are urgently required to address this dire situation for the thousands of teachers currently affected.

At third level, where TUI represents members in Institutes of Technology, there has been a 34% decrease in funding for the sector since 2008. In the same period of time, lecturer numbers have fallen by 10% and student numbers have risen by over 20%. This has resulted in a significantly diminished service for students. At second level, teachers are frustrated and disillusioned by the increasingly bureaucratic and administrative workload that deflects them away from teaching and learning. Adding further to this is the fact that teachers who have entered the profession since February 2012 are paid on a lower, discriminatory scale.

Executive Committee commits to campaign of action

At its meeting following the ballot result, the Executive Committee of the union committed itself to a campaign of action to address key issues such as differentiated pay scales/casualisation and funding at third level. In this regard it was



agreed in principle to have appropriate sectoral ballots for industrial action, up to and including strike action. Such industrial action would be used if no progress was otherwise made on our grievances. However, the best course for all concerned would be to make meaningful progress through direct robust engagement with the Department. The TUI, as always, is open to such engagement.

Haddington Road Agreement

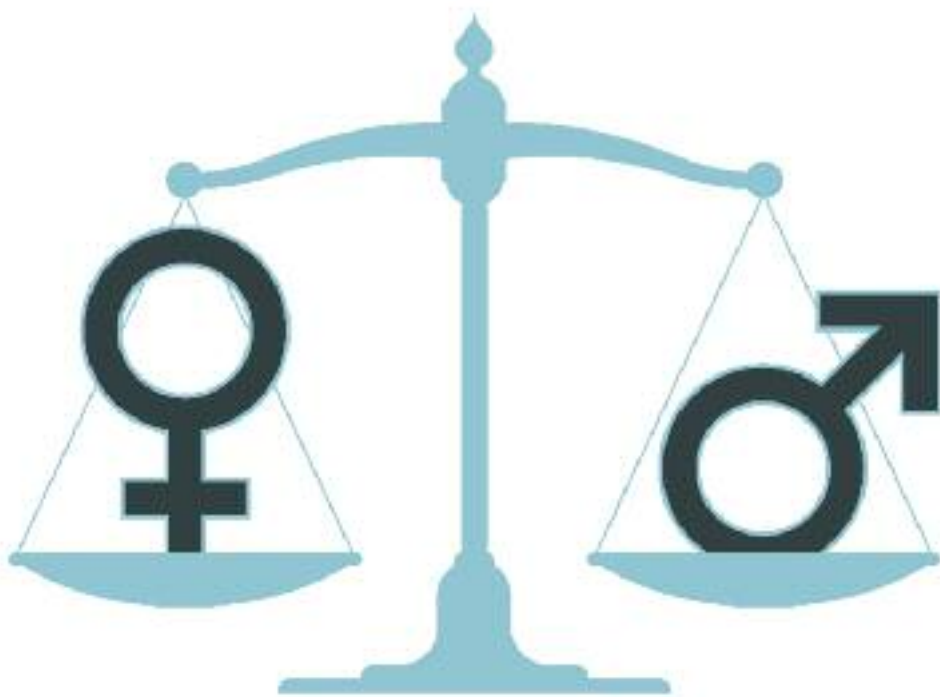
Meanwhile, TUI is party to the Haddington Road Agreement, our members are meeting their commitments and we expect the Government to honour its commitments in this regard.

Punitive measures in new FEMPI Bill

In this context it is regrettable that the punitive measures contained in the new Financial Emergency Measures in the Public Interest (FEMPI) Bill 2015 are unfair, heavy-handed and hugely disproportionate in their specific targeting of educationalists.

Members will be kept fully updated on any developments in this regard.

TUI meets HEA as part of academic gender equality campaign



TUI met with former European Commissioner Maire Geoghegan-Quinn on October 19th in the Higher Education Authority (HEA) offices to discuss the TUI's research into third level academic gender inequality. Ms Geoghegan-Quinn is head of an independent review group in this area and a TUI delegation briefed her and the other members of the group on the TUI's own research in this area.

As well as Ms Geoghegan-Quinn, the review panel comprises the following four members: Pat O'Connor, Professor of Sociology and Social Policy at UL and the author of the recent publication, 'Management and Gender in Higher Education'; Helen Peterson, Associate Professor in Sociology at Uppsala University and Senior Lecturer at the Department of Sociology and Work Science at the University of Gothenburg, Sweden; Ryan Shanks, Head of Strategy Practice at Accenture Ireland, who has global experience in

helping organisations improve their talent base and diversity, and Paul Walton, Professor of Chemistry at the University of York, UK, where his Department became the first ever Athena SWAN gold award winner for gender equality.

It was explained to Ms Geoghegan-Quinn and the other members of the review group that at its 2015 Annual Congress, TUI had passed a motion to examine the level of academic gender inequality in the Institute of Technology sector. Dr Joe MacDonagh, Chartered Psychologist and former President of the Psychological Society of Ireland, who lectures in IT Tallaght, has been asked by the TUI to carry out this research. His report will be presented to the 2016 TUI Annual Congress. TUI is particularly concerned at the very significant differences between different institutes in terms of representation of women at management grades.

Ms Geoghegan-Quinn welcomed TUI's comments and inputs into the process and said that she and her colleagues are very keen to make sure that their recommendations are radical, actionable quickly and that they make a real change to the work of women in 3rd level academic and administrative functions. She said that, "This will be a comprehensive, system-wide review of gender-profiles and gender-equality policies, inclusive of all higher education institutions in receipt of funding from the HEA".

Contributions were also received from SIPTU, IFUT and UNITE, whose representatives also provided suggestions as to the nature of the current difficulties and how they might best be addressed. Ms Geoghegan-Quinn thanked all who contributed and said that her review group hoped to report in June 2016.

If you would like to provide comments, figures or suggestions to TUI's own research please submit these to Dr Joe MacDonagh at joemacdonagh@yahoo.ie.

Contributions from all sections of the membership are welcome, but particularly from those in the third level sector with direct experience of academic gender inequality and from those who have inputs which could enhance the recommendations which TUI will make in this important report. As well as being presented to Annual Congress 2016, the main findings will be made available to the membership in this publication and online.

Higher education in crisis due to funding cuts

The higher education sector in Ireland is at breaking point due to severe funding cuts, a substantial increase in student numbers and a significant reduction in academic staff numbers. The combination of these three factors is putting the sector at risk of a dramatic collapse in quality and standards. Whatever our misgivings about such gradings, evidence of the ongoing decline of the sector as a result of resource starvation is starkly set out in the recent QS World University rankings.

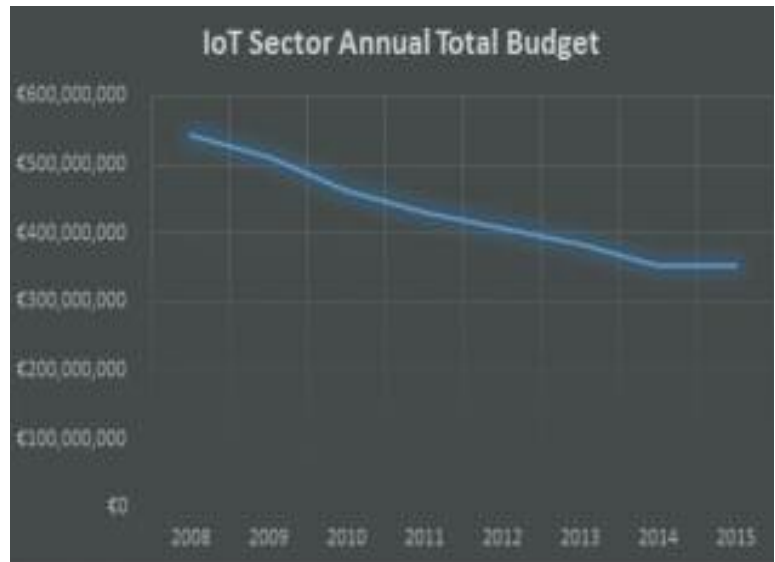
The austerity policies pursued by the government from 2008 to 2015 have resulted in a 38% reduction in core grant funding for the higher education sector (university, institute of technology and colleges). The Employment Control Framework, which includes an embargo on employment, has resulted in the loss of 2,000 staff. The crisis is compounded by the increase in demand for higher education, with enrolments of full-time students up by 25% and expected to continue to rise sharply for the next few years at least. Under these circumstances, higher education institutions cannot be expected to maintain high quality provision.

The institute of technology sector has suffered the most during this period of austerity. From 2008 to 2015, funding for the sector in terms of total allocated funds was cut by 35% (over €190m). The magnitude of this budget cut is putting the sector at risk of collapse. Institutes are barely meeting the minimum operational costs needed to keep their doors open. In some cases, institutes have no funding for normal maintenance work, including the upgrading of equipment and facilities. Rather than being technological hubs with the most up-to-date equipment relevant to industry and business, institutes have no option but to use obsolete equipment and software. Some union representatives have even reported that their department does not have funds to replace ink cartridges for printers and photocopiers.

The funding crisis is now having a direct negative impact on the student experience of higher education with overcrowded classrooms, drastically reduced supports and limited access to working equipment.

The reduction in academic staff numbers and the increase in student numbers has brought the student/lecturer ratio above the OECD average of 14:1 to a high of 19:1.

There is now an urgent need for substantial additional investment to be channelled into the institute of technology sector. This would facilitate the recruitment of more academic staff. Immediate, focused measures must be taken to provide additional funding for frontline lecturing activities in order to maintain quality and standards. Teaching and learning is, after all, the *raison d'être* of the institutes.



Cuts to IoTs - Total Annual Budgets 2008-2014		
Institute	€ Cut	% Cut
Athlone IT	-€8,709,915	30.4
Blanchardstown IT	-€3,180,861	22.7
Carlow IT	-€6,660,583	26.7
Cork It	-€21,653,035	33.3
Dublin IT	-€61,308,735	44.4
Dun Laoghaire IT	-€5,660,482	36.4
Dundalk IT	-€7,665,289	27.7
Galway-Mayo IT	-€16,676,596	37.6
Letterkenny IT	-€8,271,005	36.4
Limerick IT	-€3,879,289	12
Sligo IT	-€9,397,289	31
Tallaght IT	-€10,370,350	40.4
Tralee IT	-€8,902,928	38
Waterford IT	-€15,877,623	31.5

Continued growth in apprenticeship recruitment

Apprenticeship recruitment figures show signs of continued annual growth, from a low of 1,203 in 2010 to an expected 3,000 by the end of 2015. This will represent an increase of 1,797 new recruits to the designated trade areas under the standard based apprenticeship system. Growth is high in Agricultural Mechanics, Motor Mechanics and Vehicle Body Repair. Meanwhile, other trades such as Heavy Vehicle Mechanics and Construction Plant Fitting have reached their average growth. Growth is also evident in Carpentry, Refrigeration, Electric Instrumentation, Metal Fabrication and Sheet Metal Work.

This year-on-year growth in apprenticeship recruitments is a welcome trend. TUI members in the institutes of technology have indicated that they have the necessary capacity in terms of workshops to meet the needs of the growing demand. They also have the high levels of skills and expertise required to assure the quality provision of programmes.

New apprenticeship programmes

In October, the Minister for Education and Skills announced an additional €10.5

million to assist in the development and provision of twenty six new apprenticeship programmes as part of Budget 2016. The total funding allocation for apprenticeship programmes for 2016 will be €60 million. While this is welcome, there is a need to provide additional resources to the institutes of technology to fully facilitate the huge growth in demand.

As always, TUI has indicated its willingness to work proactively in the development of apprenticeship with the Department of Education and Skills and other bodies.

However, we are concerned about the lack of understanding and acknowledgement of the central role our members play in the provision and development of a high quality system. Specifically, we find the composition of the Apprenticeship Council to be unacceptable. The union believes the Council currently lacks the required level of educational expertise and in-depth knowledge of apprentice education and that representatives of the union should be appointed as a matter of urgency.



IMPORTANT NOTICE

Teachers with conditional registration

The Teaching Council has commenced a review of conditions attached to teachers' registrations. Letters have been issued to all teachers whose conditions have an expiry date of 31 December 2015.

If you have received a letter or email from the Teaching Council in relation to conditions, please act upon it immediately.

If all conditions are not met within the specified timeframe, and no extension has

been granted, your registration will lapse and your pay will be stopped.

You can check the conditions attached to your registration, and the deadlines for meeting the conditions, by logging on to the Registered Teacher Login service on www.teachingcouncil.ie

If you have already addressed a condition in full, please send the relevant documents to the Teaching Council without delay.

If you face difficulty in meeting the deadline or if there is any genuine reason that you cannot meet the deadline (e.g. maternity leave, career break, unemployment etc.) please contact the Teaching Council as you may be eligible to apply for an extension.

All queries should be emailed to the Teaching Council at conditions@teachingcouncil.ie or call Lo-Call 1890 224 224

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E anamaria.barbu@dfa.ie

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Important dates for Congress 2016

24th September 2015

Nomination forms for elections issued.

22nd December 2015(R)

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

8th January 2016

Last date for receipt of nominations for positions of Vice-President and for 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 WIT
 - 19** Third Level Colleges – Kerry, Limerick, Clare, Galway, Mayo.

25th January 2016

Issue of ballot papers for elections

26th January 2016(R)

Preliminary Agenda will issue to Branches

9th February 2016(R)

Last date for receipt of:

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

12th February 2016

Last date for receipt of annual election ballot papers

8th March 2016(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.

22nd March 2016(R)

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

29th March 2016 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, 26th February 2016.**

3rd May 2016

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

9th May 2016

Ballot papers for election of President will issue.

24th May 2016

Last date for receipt of ballot papers for Presidential election.

(R) Rule

Annual Congress 2016

29th-31st March 2016

**Congress 2016 will take place in Killarney, Co. Kerry.
It will be held in the INEC and the Gleneagle Hotel.**



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

The Gleneagle Hotel

Tel: 064 6671550 Email info@gleneaglehotel.com
B&B €55 per person twin/double
 €85 single
Apartments 2 people sharing B&B €130
 3 people sharing B&B €175
 4 people sharing B&B €210

Special rates also will be offered for Saturday 26th, Sunday 27th and Thursday 31st March in the Gleneagle and its sister hotel the Brehon. Please check with the hotels for further details.



The Malton Hotel

Tel: 064 6638000 Email res@themalton.com Quote
 "TUI"
B&B €130 per person twin/double
 €95 single
Children sharing Under 4 years free of charge
with two adults: 5 to 12 years - €25

B&B Accommodation:

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

Reservations

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

Crèche

A crèche under professional supervision will be provided by the Aquila Club, located in the Gleneagle Hotel. Further information regarding the crèche, including application forms, will be sent to you at a later date.

Meals at Congress

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

*Bookings must be
made before
31st December 2015
to avail of
the above rates.*

1916 art competition for students in TUI workplaces!

As part of TUI's 1916 commemorations, a competition will be held for all students in TUI workplaces.

The theme of the competition is 'Ireland 1916' and entrants will be required to create an entry/submission/artefact on this theme in one of the following formats:

- drawing or painting (any material)
- visual media
- poetry
- short story
- play
- song/ballad

A panel of judges will pick six winners, one in each of the following categories:

- 13-15 years of age
- 16- 18 years of age
- Special category
- Further Education/PLC
- 3rd level colleges
- Adult Education

The Special Category encourages participants with a physical or intellectual disability to submit entries.

The winner in each category will receive a gift voucher for €250 and will be invited (along with a guest) to Congress 2016 at the Gleneagle Hotel, Killarney on Wednesday 30th March 2016 to receive their prize. An overall winner chosen

from among the winning entries will receive an additional €250 gift voucher.

A sample of entries will be on display at Congress 2016.

Entries should be submitted to Nadia Johnston, Administrative Officer at TUI Head Office by 5pm on February 12th 2016. The following must be included with the submission:

- the contact details of the entrant (including a phone number)
- the category in which the entrant is applying
- the date of birth and
- the name and address of the TUI workplace



Ireland 2016 programme

*Ireland 2016 is the State Centenary Programme to **remember** 1916, to **reflect** on the Republic 100 years on and to **re-imagine** our future.*

The programme includes seven strands: State Ceremonial; Historical Reflection; An Teanga Bheo/The Living Language; Youth and Imagination; Cultural Expression; Community Participation; Global and Diaspora.

Children and young people are at the heart of Ireland 2016. The nationwide schools programme invites teachers and students to participate in the Centenary

Programme by taking part in an exciting range of projects and activities.

The programme aims to showcase the innovation and talent of Ireland's children and young people through unique competitions and awards in the areas of visual art, drama, history, song, poetry and film.

Whether it is creating a brilliant art piece, drafting a new proclamation for

Generation 2016 or discovering your family's hidden stories from 1916, this is a once in a century invitation for everyone to get involved, take part and help make this a special moment in Ireland's history.

Special resources and further information on is available on scoil.net and Ireland.ie or follow us on Facebook and Twitter @ireland2016

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1 in 7 children go to school without breakfast¹



Kellogg's Breakfasts for
Better Days[™]

**Kellogg's aim to donate 2 million servings
of cereal by the end of 2015 in Ireland**

This will be achieved through our partnerships with food bank
networks and through other community projects.

Reference: 1. The Irish Health Behaviour in School-aged Children Study (2006).

There's no
substitute
for the good teacher



By Jim Lyons,
former CEO of Clare VEC

“The rewards are not measured in monetary terms, or in personal thanks, but rather in seeing a smile of achievement on the face of a student who has increased self-belief because of our efforts.”

In an interview earlier this year, Barack Obama was asked what he would like to do after his term as President. He said that he hoped to work with children in schools, in an effort to inspire them to have the self-confidence to follow their dreams. One of President Obama's consistent educational themes has been the wish that every child crosses paths with one teacher “who hits the light switch and changes one's life”.

Responding, Kathleen Parker, a Pulitzer prize winner, wrote in The Washington Post about the teacher whose influence she still feels. She describes what Mr Gasque did which “turned on her light.” He restored her confidence by what he did when she answered a question in a way that made her classmates collapse in laughter.

“He whirled,” she wrote. “No perfectly executed pirouette can top the spin executed by Mr Gasque that day. Suddenly facing his class, his face flushed crimson, his voice trembled with rage. Don't—you--ever--laugh at her again”, he said.

In spite of all the technological change of modern times, there is still no substitute for the uniquely beneficial influence of the classroom teacher. The basics of good teaching have stood the test of time.

Teaching is one of the most challenging, but one of the most rewarding professions. The rewards are not measured in monetary terms, or in personal thanks, but rather in seeing a smile of achievement on the face of a student who has increased self-belief because of our efforts. Teachers always have, and always will have a major role to play in guiding their students from juvenile dependency to a more independent maturity.

Everybody remembers their favourite teachers. They are usually the ones who demand high standards from themselves and from their students. Their motivation is always based on fairness and on genuine interest in their students' welfare. Their knowledge of their subject and their enthusiasm instil an appreciation of learning in the young minds of students. Then the regular word of wisdom, the proverb, the quotation, the kind and

encouraging remark, all contribute to the character formation of passing generations. Whether they go on to employment or to higher education on leaving school, what people really need is the ability to work and live with others in harmony, while having their own set of morals and attitudes.

The Swiss psychologist Carl Jung (1875 – 1961) said that:

“One looks back with appreciation to the brilliant teachers, but with gratitude to those who touched our human feelings. The curriculum is so much necessary raw material, but the **warmth** is the vital element for the growing plant and the soul of the child”.

Consequently, every teacher must realise that their every word, their every movement and even their tone of voice, all impact on their students.

Hian Ginot (1922 – 1973, child psychologist) captures the situation so aptly, when he writes:

“I have come to a frightening conclusion. I am the decisive element in the classroom. It is my personal approach that creates the climate. It is my daily mood that makes the weather. As a teacher, I possess tremendous power to make a child's life miserable or joyous. I can be a tool of torture or an instrument of inspiration. I can humiliate or humour, hurt or heal. In all situations it is my response that decides whether a crisis will be escalated or de-escalated, and a child humanised or de-humanised”.

Classroom climate

Classroom climate has changed utterly since the abolition of corporal punishment in 1982. Previous to that, students conformed to rules because of a fear of

punishment rather than the desire to be worthy members of a just school community. The vast majority of children now enjoy their school experience.

Of course there are still some people who may argue that rigid strictness had much to recommend it. Their claim is that with strict policies, lazy students were quickly awakened from their apathy; those who showed signs of deviance were promptly brought into line and there was never doubt as to who was in authority. Those who emerged with distinctions in examinations were pointed out as justification of the strict disciplinary code.

One wonders if those who hold this view have ever met even one of the many who didn't survive that system; one of the many who in later life bitterly resented being subjected, by fear, to a code of discipline which smothered their natural personalities and minimised their self-esteem. Many were subjected to ridicule, sarcasm and remarks that completely ignored the dignity of every human being.

Silent suffering

While the vast majority of teachers perform professionally and admirably, some among the ranks suffer silently as they find it increasingly difficult to deal with the effects of a constantly changing social environment on their students.

At one end, there are very young teachers who suffer terribly in classrooms and who are afraid to admit to having problems, lest they be deemed failures, or perhaps their teaching contract will not be renewed at year end. Usually, with experience and the support of colleagues, they weather the early storms. In some schools, this support is formally arranged through a system of senior mentors being allocated to new staff members.

At the other end of the spectrum, there are some teachers with many years' experience who find it overwhelmingly challenging to control the changing cohorts of students in their classes. These are people who have a history of good service but who now suffer what is mercifully termed 'burn out'.

The words of a teacher with 25 years' experience on an in-service course were apt. As she addressed a large group of her colleagues on the topic of discipline she stated: 'I daily stand in front of groups of fourteen year olds who have had a range of life experiences that I have never had'.

This was a superb teacher who went on to explain that growing numbers of young people experience - in their own homes - violence, nightly arguments, banging of doors, alcoholism, changing of partners, all of which effect classroom behaviour and which a teacher must at least acknowledge and try to understand. Regular in-service re-skilling and up-skilling courses, with emphasis on the rapidly changing social environment are absolutely necessary to meet this challenge.

Teacher well-being must be of prime importance to all involved in the education process, as there is no replacement for the energy and influence of the efficient and effective classroom practitioner.

The great teacher, Brian Mac Mahon enunciated brilliantly what inspires all good teachers when he wrote:

“If I could only plant a seed in the imagination of each student that would fructify later in each unique individual; if only I could find the gift that I sensed was latent in each one of them, then perhaps I would have fulfilled the purpose of my being a teacher.”

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BOI	Platinum Advantage Credit Card	17.3%
KBC	KBC Credit Card	18.25%
PTSB	ICE Visa Credit Card	20.70%

Source www.itsyourmoney.ie Figures quoted correct as at 20/10/2015

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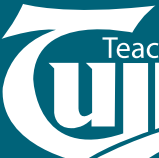


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75
YEARS OF BUSINESS
•1941 - 2016•



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75

YEARS OF BUSINESS
•1941 - 2016•



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...Thank You

Teachers for Equality

Tom Clonan has been a member of the TUI for 15 years. He lectures in DIT, Aungier Street. He is also Irish Times Security Analyst (2001-2015). From 1989 to 2000, Tom was an officer in the Irish Armed Forces and served in Ireland, the Middle East and former Yugoslavia.

As an Army officer, I was trained to 'Leave no one behind'. I was taught that survival meant sticking together – unit cohesion. Solidarity in extremis.

As a young officer I found myself at the centre of an Israeli punitive operation against the civilian population in south Lebanon. Operation 'Grapes of Wrath' resulted in the killing of hundreds of Lebanese men, women and children in the Irish Battalion area.

The worst experience for me was in witnessing the killing of children. To lift their lifeless little bodies from the ground. Tiny hands already stiff with rigor mortis. I recall two children in particular, a small boy with a Kermit the Frog T shirt. Kermit waving jauntily – the boy's eyes open in death. A little girl in pink. A princess on her top with the words, 'Un Belle Histoire'.

Years later, as a parent, those images would return to haunt me. For it was only as a parent that I fully understood the full barbarity of war and conflict.

After I retired from the Army, I became a father to four children, Darach, Eoghan, Ailbhe and Rossa. All four pregnancies were normal, all of our children healthy and happy. At 18 months however, Eoghan, began to flounder a little. A slight nystagmus in the eyes. A faint tremor in his little pudgy hands. Eoghan was referred to a paediatrician and received a diagnosis of Pelizaeus Merzbacher Disease or PMD – a rare neuromuscular condition.

This was our introduction to disability. With all of the shock and trauma and grieving that goes with it. It was also our first introduction to the front line staff who deal with disability. Doctors, nurses, occupational therapists, physiotherapists, speech therapists. All of them wonderful. Engaging with Eoghan professionally, but also lovingly. Getting to know him. As a parent it was a revelation to watch the alchemy that exists between the vulnerable and the caring professions. It was also a revelation to see those front line professionals undermined by cutbacks and so-called austerity measures both during

the Celtic Tiger and in the Crash and its aftermath. Equally heartbreaking – and mystifying – was the way in which so many of my colleagues in journalism, print and broadcast alike, are so quick to demonise these same professional groups.

In spite of austerity and cuts to services, Eoghan has eventually progressed to the point where he has progressed to secondary school. Eoghan has been welcomed enthusiastically into St. Andrew's College, Booterstown. Eoghan's teachers have fully integrated Eoghan into the heart of the school. With their help and with learning support and his extraordinary SNAs – Eoghan is able to realise his fullest potential. Not as a disabled boy with an assistance dog – but as a person, citizen and a beautiful young man.

St Andrew's operates as all second level schools do. The school community has rallied around the weakest and most vulnerable of its members. Our politicians would do well to look to our second level schools and our teachers for an example as



TOM CLONAN, HIS SON EOGHAN AND EOGHAN'S ASSISTANCE DOG DUKE

to how society ought function – where no one gets left behind.

Despite Eoghan’s progress in St. Andrew’s, due to austerity measures and savage cuts to our health services, he has lost many basic therapies. Eoghan has been stripped of almost all of his physiotherapy, occupational therapy, speech therapy and surgical review. Due to cutbacks and waiting lists, he has spent over two years in wheelchairs that are too small for him. Sadly, he is developing a scoliotic curve to his spine and contractures in his legs – conditions that are exacerbated by loss of therapies and inadequate seating support.

I am grateful to all the teachers, SNAs and other frontline staff who have allowed my son to blossom and grow as a person and citizen of this Republic. I despair of those who would seek to undermine or disparage the work of teachers and the teaching profession. Frankly, I am ashamed of those Irish politicians, journalists and economic commentators who collaborate with and extend the false narratives of Austerity - which cause such disproportional hurt to the most vulnerable in Irish society.

As a public servant in uniform, I saw Irish citizenship at its best in the Middle East. As a father, I see the same exemplar of citizenship in our second level teachers and

schools across the state. To my fellow colleagues in education, I salute you and thank you for leaving no one behind.



Tom Clonan is running as an Independent Candidate for the Irish Senate, Trinity College Dublin Panel. Tom is asking fellow TUI members and TCD Graduates to vote for him in the upcoming election to the Senate, TCD Panel. His primary motivation for running is to reverse the cuts to disabled children, adults and carers and to promote Equality and Rights Based supports for all those with Special Needs.



TUI Golf Society News

The final outing of the season, “The Captain’s Prize”, took place in Tullamore Golf Club in September. The weather was beautiful and the course in Tullamore in superb condition. The competition was very hot, with the result going down to the wire, ultimately being decided on a countback on the back nine.

Results

Visitors	Pascal Looney Michael Kelly
Mens Cat 1	Gerry Kelly Tom Buckley Michael O’ Brien
Mens Cat 2	Don Ryan Jim Halpin Tommy Glynn
Ladies	Josephine Fitzpatrick Finola Butler Angela Doherty

Winner of Captain’s Prize - Ciaran Walsh

As this was the final outing of the year, it also decided the Golfer of the Year.

3rd	Paddy Hogan	89 points
2nd	Genny Kelly	95 points
Winner	Ciaran Walsh	99 points.

The prize giving was followed by the AGM in which the following were elected for next year:

Captain	Denis Magner
Treasurer	Tommy Glynn
Subscriptions Sec	Tommy Buckley
Timesheet Operator	Don Ryan

Other Ex. Members – Finola Butler, Paddy Hogan, Angela Doherty

Membership for next year is now due. The subscription is €20.

The Society would like to sincerely thank all the Golf Clubs who facilitated us during the year.

We would like to thank Paul Roche, Austen Stewart and TUI Credit Union for their support, especially the sponsoring of the Golfer of the Year trophy. You can show your appreciation by supporting them and getting your friends to join.

The TUI Golf Society travelled to Spain for the Hallowe’en mid-term break. Next year’s events will be published shortly.
Denis Magner, Captain



Supporting Education Staff In A Time Of Change

TUI Education Conference – February, 2016

TUI is organising a conference on supporting education staff in a time of change. The conference will be held on Saturday, February 6th 2016 in the Heritage Hotel, Portlaoise.

The planned schedule for the day is set out below.

If you are interested in attending then you should attend your next branch meeting in order for your name to be registered.



Heritage Hotel Portlaoise, Saturday February 6th 2016

CONFERENCE PROGRAMME

9.00 - 9.30: Registration, Tea/Coffee

9.30 - 9.35: Welcome/Introduction – Gerry Quinn, President, TUI

9.35 - 10.30: Keynote: Dr. Bernie Grummell, Maynooth University

Further education in a time of change: policy, practice, profession

10.30 - 11.00: Tea/Coffee

11.00 - 12.00: Keynote: Dr. Aidan Kenny – Assistant General Secretary, TUI

Creating a supportive work environment for academics in third level

12.15 – 12.35: Kate Hehir – “The selection process for principals: participants perspectives”

12.35 - 12.55: Ruth Morrissey-Casey – “Looking from the inside out: exploring secondary school students’ perspectives on the Irish language”

12.55 - 13.15: Dr. Gerry Harvey – “SSE: the voice of participants at the chalkface”

13.15 - 14.30: Lunch

14.30 - 15.15: Teacher registration and supply

15.15 – 15.50: Findings from recent TUI research

15.50: Close of Conference

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The ending of democracy as we know it?

By Tom O' Connor



“The young people we teach in our schools and colleges are facing a much tougher and more unequal world than the world many TUI members grew up in.”

ICTU Global Solidarity Summer School

TTIP – a real and present danger

The headline that sticks in my mind from the recent ICTU Global Solidarity Summer School is “*the ending of democracy as we know it.*” Dramatic? If the EU commission has its way, the trade agreements they have already finished negotiating with Canada and with Singapore, not to mention the in-negotiation TTIP with the USA, will include ISDS - private arbitration courts which elevate corporations to the level of nation states. So if citizens persuade their parliaments to pass progressive legislation, for example raising the minimum wage or improving safety at work, corporations which put profits before people can take any EU state to arbitration and sue for interference with freedom to trade. This is not scaremongering. It is already happening and our Labour and Fine Gael government gave Minister Richard Bruton the go-ahead to sanction the negotiations. Not only that, but companies will become ‘stakeholders’ entitled to be consulted in future drafting of trade and commerce laws.

As Esther Lynch of the ICTU said, this just should not happen, neither in arbitration nor in public courts. Citizens should direct their public representatives and companies should not. Company

directors and property holders had extra votes in Northern Ireland up to 1970 (“One man one vote” was the civil rights demand at the time). Why are we going backwards in democratic terms? Why are these agreements negotiated in secret?

Concerned? Act now! Go on www.stop-ttip.org and lobby your TDs and MEPs on this issue.

The True Cost of Fashion

That was only one of seven topics dealt with at the summer school. All were very informative. Most dramatic was a film “*The True Cost of Fashion*” which was a well-made documentary on the second most polluting industry (after oil). One in six people in the world works in fashion, or at least the cloth industry. Cheap clothes and ‘fast fashion’ serve to distract us from our problems but cause huge problems for the workers producing the cotton and leather raw materials and producing and shipping the garments. They pay, not just in low incomes but by being on the receiving end of pollution. Many even pay with their lives. We learned of big garment brands refusing to pay into the compensation fund for the Rana Plaza disaster in which 1,100 Bangladeshi workers died last year. Other household brand names even refuse to pay the paltry minimum wage rate in developing countries.

Tax-averse Corporations

A common theme at the school was the way corporations get away without

paying anywhere near a fair share of tax. They often use tax havens such as our “great little country to do business in” - little wonder. And, not surprisingly, our government refuses to join Germany, France, Belgium, Spain and seven other EU states in implementing the **Financial Transaction Tax** of 0.1% on share trades - a move which would help stop the share gambling which partly accounted for the financial crisis of 2008.

The next generation

The young people we teach in our schools and colleges are facing a much tougher and more unequal world than the world many TUI members grew up in. But young workers are learning new and, indeed, old tricks. We were told about the use of social media in the Marriage Equality Referendum and by the Irish Palestine Solidarity Campaign. And many of the new members in the rapidly growing transnational trade unions in developing countries are young women.

Around 80 delegates from 18 unions attended this two day school in Cork. The papers from the School can be read here:

<http://www.ictu.ie/globalsolidarity/newsevents/keyissues/2015/08/28/7th-annual-global-solidarity-summer-school/>

If any member is interested in learning more about the Global Solidarity Committee or would be interested in setting up a solidarity committee or network in TUI they are welcome to contact me at tom.oconnor@dit.ie



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- M.A. in Education & the Arts (META)
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- M. Oid. san Oideachas Lán-Ghaeilge
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- Graduate Certificate / Diploma / M.Ed. in Mentoring in Education
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- M.A. sa Ghaeilge
- M.A. in German Language & Culture in Europe (with UL)

- M.A. in Local History (with UL)
- Structured PhD in Applied Linguistics
- M.A. in Applied Linguistics (on line)
- M.A. in History
- M.A. in Media Studies
- M.A. in Theological Studies
- M.A. in Christian Leadership in Education

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**We welcome both Dublin
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Budget 2016 analysis: A step in right direction, but a long journey remains

TUI welcomed the emphasis of Budget 2016 on buttressing recovery through investment in vital public services such as education. However, the union described as 'unacceptable' the maintenance for another year of the effects of savage cuts imposed in the austerity era.

The union urges Government to ensure increased investment in education to allow every student to reach her/his full potential.

Minister Noonan outlined that economic growth will be over 6% in 2015, over 4% in 2016 and that unemployment will fall to 6% by 2021. It is TUI's position that we must capitalise on this sustained economic growth to provide the resources that will help create the first class education system we all strive for. In this context we must also ensure that staff in second level, further education and third level have access to properly resourced, appropriately paid, full-time employment.

Putting Budget 2016 in context

The era of austerity cuts has inflicted severe damage on the educational aspirations of thousands of students and the career prospects of young and newly qualified teachers. Posts have been lost and programmes and supports that benefit the most vulnerable students have been abolished or greatly restricted.

Budget 2016 is positive insofar as it moves towards reversing some of the cuts, but it is a very tentative step and considerably more needs to be done. It is inevitable that schools and colleges will continue to struggle to offer a high-quality frontline service to students in the wake of an extended period of sustained damage. In this context, the increase in the current expenditure budget of €44m in 2016 and €103m in 2017, while welcome, is an excessively modest step forward.

Required restoration of guidance counselling provision

TUI has consistently campaigned for restoration of guidance counselling and middle management structures. As a result of cutbacks, it has become increasingly



difficult for schools to make timely interventions to support students struggling with aspects of their education or even a personal crisis.

A major survey carried out by TUI last year showed that 91% of guidance counsellors spent less time than previously talking to students about subject choice. The survey also showed that large numbers were dissatisfied with restrictions on their capacity to respond to crisis situations. Practitioners felt that the role was becoming increasingly reactive rather than proactive.

TUI is pleased that Minister O'Sullivan has provided some alleviation of the cut in guidance provision but it is concerned that it is not yet explicitly on an ex-quota basis. The union calls for the full reinstatement of ex-quota guidance in the 2017 Budget.

Middle management structures

The erosion of middle management structures in schools has led to severe reductions in a number of key pastoral positions (e.g. Year Head) that previously benefited students. In a similar manner to the guidance counselling cutback, this has seriously diminished the capacity of schools to make effective early intervention when problems of an educational or personal nature arise for students. The Budget provides some additional support for school management, especially in the context of deputy principal teachers in

schools of less than 500 students. Whilst welcome, this needs to be supplemented by the return of all middle management posts to the level that existed before the cutbacks.

Increase in teacher numbers

At post-primary the pupil/teacher ratio will improve slightly, from 19:1 to 18.7:1, equivalent to 300 wholetime equivalent posts, while 250 additional posts will be used to enhance the leadership and managements roles of deputy principals by reducing their teaching time.

These measures and the further 155 resource teaching posts in post-primary are welcome and come in the context of the need for posts to enable schools to successfully implement Junior Cycle. However, the improvement from 19:1 to 18.7:1 does not address the 2009 worsening of the general pupil ratio from 18:1 to 19:1 or the subsequent attacks on the ratios at Leaving Certificate Vocational and Post Leaving Certificate levels. We note that a further increase of 370 teachers will be employed in second level to cater for the rapid rise in student numbers. The sum total of additional posts comes to 1,075 in second-level when all factors, including the change in pupil-teacher ratio, are taken into account. Whilst 370 of the posts are required simply to tread water and meet the increase in student numbers, the other 700 posts will

assist schools to provide a better a service in terms of guidance provision, special needs and the management of schools.

Crisis of income poverty

As members are painfully aware, many teachers and lecturers are in precarious and/or part-time employment. Over half of our teacher members under the age of 35 are in insecure employment. In his Budget address, Minister Howlin referred to education depending on educators and Ireland's educators being consistently recognised for their quality. A recognition of this quality by the Minister is welcome but casualisation of the profession undermines the positive sentiment. The Department of Education and Skills took an important step in accepting and implementing the findings of the Ward report on casualisation in second level. It is important (and long overdue) that this be followed up by the finalisation of the Cush report on casualisation in third level.

Third level funding

There is a crisis in the funding and staffing of third level education in Ireland. Unfortunately, the additional funding provided in the Budget for third level education is paltry in the extreme and, as a

result, the crisis will deepen. The facts are stark. Since 2008, there has been a 34% decrease in funding for the Institute of Technology sector at a time when student numbers have risen by 20%. Over the same time period, lecturer numbers have been cut by in excess of 10% as a result of the public service staffing moratorium (Employment Control Framework.) This has resulted in larger class sizes, less one-to-one attention to students, significantly higher levels of work and work-related stress among lecturers and, inevitably, a diminished quality of service to our students. In terms of third level this Budget is an opportunity missed.

A modest proposal

TUI has consistently made the serious and significant proposal that Corporation Tax be increased by a very modest one percentage point, from 12.5% to 13.5%, by way of a dedicated Higher Education Levy. This would allow corporations to make an entirely appropriate and meaningful contribution to the public education system from which they derive huge benefit. Had such a levy been in place in 2014, it would have yielded €370m, enough to employ over 5,000 additional staff.

Further Education

TUI welcomes the announcement in the Budget that provision of further education and training places will continue through Education and Training Boards (ETBs) as well as through Solas. ETBs have extensive experience of providing excellent programmes to learners and this should be supported and developed.

Support for Designated Disadvantaged Schools

Designated disadvantaged (DEIS) schools face unique challenges. The DEIS programme is currently under review but the Budget references ongoing support for DEIS schools and TUI welcomes this.

However, TUI has consistently sought the extension of provision to cater for disadvantaged students in schools that are not designated as DEIS.

Positives must be built upon

We acknowledge the positives in the Budget announcement, but these must be consolidated and built upon to allow every student the opportunity to realise her/his potential. A student gets one chance and, therefore, cuts must be reversed and real investment must resume without delay.

Win a trip to New York with ICTU's Youth Connect 'Decent Work' Video Competition

Teachers and students in post-primary schools and Youthreach Centres are urged to register to take part in the Irish Congress of Trade Unions Youth Connect video competition. Teams – made up of two to four students – have until Thursday, 19th November to register to be in with a chance of winning an all-expenses paid five-day educational trip to New York.

Students – with the help of their teachers – are being asked to create a three-minute video on the importance of health and safety at work to young people and workers in general. They need to register by 5pm on Thursday, 19 November next and submit their video to Youth Connect by the end of January 2016. The winners will then be revealed in an Oscar-style Award Ceremony in Dublin's Savoy Cinema on 3 March 2016.

See www.youth-connect.ie for full details

Branches should avail of new TUI Credit Union services

All Branches are encouraged to set up accounts with TUI Credit Union in order to avail of new services that will be launched in early 2016, including access to finance in order to purchase iPad Air tablets for Branch Officers.



LCA national conference 2015

The Leaving Certificate Applied National Association (LCANA) is organising a conference in the Hodson Bay, Athlone on Saturday November 21st, 2015 to celebrate the twentieth anniversary of the introduction of the Leaving Certificate Applied into Irish education.

In addition, the Feargal Quinn Leaving Certificate Applied Awards will be presented to the students who achieved the highest number of credits in the six selected regions. LCANA is calling on school principals, Leaving Certificate Coordinators and teachers to support this conference and join us in celebrating the achievements of our Leaving Certificate Applied students during the past twenty years.

Conference topics include: An integrated approach to teaching and learning in the Leaving Certificate Applied, LCA schemes of work and school inspection, LCA and progression to employment, Sharing LCA experiences – students, teachers and principals and revitalising LCA twenty years on.

See www.lca-association.com for full details

Upcoming Teaching Council Events

The Teaching Council is currently running a series of events that TUI would encourage members in second level and further education to attend. There are two types of event.

The first is open meetings at which parents and teachers have the opportunity to hear about the Council's work in promoting professional standards in teaching, and to share their views. Topics covered include Fitness to Teach, Garda Vetting, CPD, Droichead, meeting conditions of registration and election to the Teaching Council. If you wish to attend the open meetings you need to register for the event on the Teaching Council website.

The remaining **open meetings** take place from 7-8.30pm on:

- **Wednesday, 11 November** in the Clarion Hotel, Liffey Valley, **Dublin.**
- **Wednesday, 18 November** in the Castletroy Park Hotel, **Limerick.**

The second type of event is for teachers only. It is a series of consultation workshops. Teachers are invited to register with the relevant education centre to attend. Workshops are

facilitated by teachers who are seconded to the Teaching Council. The workshops are designed to gather a broad spectrum of opinion from the profession. Please note that places at the consultation workshops are limited, so teachers are advised to register in advance of the deadline. In order to ensure a broad representation from as many schools as possible, a maximum of three teachers from any one school may attend the workshop. The venues and dates of the remaining consultation meetings are as follows:

Date	Location
Thursday 12 November 7-9 p.m.	Donegal Education Centre
Monday 16 November 7-9 p.m.	Drumcondra Education Centre
Tuesday 17 November 7-9 p.m.	Dublin West Education Centre
Thursday 26 November 7-9 p.m.	Limerick Education Centre

A notice from the Teaching Council:

Update on Teaching Council Consultation on Teachers' Learning (CPD)

Following extensive consultation with the teaching profession, the Teaching Council published its draft framework for teachers' learning, COSÁN, in May 2015. The draft framework is rooted in the core values which underpin all of the Council's work: shared professional responsibility, professionally-led regulation and collective professional confidence.

As part of the continuing process of consultation on the development of COSÁN, the Council now wishes to hear feedback from teachers, as individuals and as members of professional learning communities, and from other stakeholders. It is crucial that teachers' voices continue to shape the development of the framework and

teachers are strongly encouraged to participate in the process. Individual teachers can provide feedback via the online questionnaire accessible on www.teachingcouncil.ie or by emailing comments to cosan@teachingcouncil.ie.

Schools may wish to discuss the document as part of a staff meeting or other staff activity, or organise cluster meetings with neighbouring schools. The Teaching Council has developed a feedback form for schools, with prompts to aid staff reflection and discussion. This form can also be downloaded from www.teachingcouncil.ie. The deadline for feedback during this phase of the consultation is 5pm on Tuesday, 1 December.

Teachers are also encouraged to attend the COSÁN consultation workshops, which are being held in Education Centres in Donegal on 12 November, Dublin on 16 November and Limerick on 26 November. Places at the workshops will be limited, so you are advised to register in advance. You can register through the appropriate Education Centre and tea/coffee and refreshments will be available.

TUI encourages members to attend these meetings and to raise any concerns that they may have around these important issues.

TUI in the media

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



Teachers threaten strike during election - *Sunday Business Post* 25/10/15

'But the TUI is also demanding that the government deal with what Gerry Quinn described as a series of crises that need to be addressed in education. Half of second level teachers under the age of 35 who are represented by TUI face huge problems with low pay, insecure employment or both, claimed Quinn.'

Teachers' union for strike ballot over 'discriminatory' pay - *Irish Times* 16/10/15

Mr Quinn said the Lansdowne Road agreement did not address critical issues affecting teachers.

"Key to these is the atrocious plight of young teachers and lecturers who are paid from a lower pay scale and in many cases struggle in poverty as a result of low hours and insecure employment.

"Up to one third of TUI members at second level - and up to half of those under 35 - are in temporary/part time employment, with many experiencing income poverty as a result.

"To compound this inequality, new entrants to the profession since 2012 have been placed on discriminatory, differentiated pay scales.

"To continue to attract the best graduates to the profession, and to allow young teachers and lecturers to develop sustainable careers, we need to urgently return to a position where all appointments are on a permanent and full-time basis, as is the case in other areas of the public service.

"Additional measures are required to address this dire situation for the thousands of teachers currently affected." Mr Quinn said that at third level, where the TUI represents members in Institutes of Technology, there had been a 34 per cent decrease in funding since 2008.

"Lecturer numbers have fallen drastically by 10 per cent at a time when student numbers have risen by 20 per cent. This has resulted in a significantly damaged service for students who have gone through the system in recent years.

"At second level, teachers are frustrated

and disillusioned by the increasing bureaucratic and administrative workload that deflects them away from teaching and learning."

Extract from letter by TUI President Gerry Quinn published in *Irish Independent* in response to article on Junior Cycle reform by NAPD's Clive Byrne 16/10/15

'With regard to Junior Cycle reform more generally, Mr Byrne's comments patronise the many educationalists who took a principled stand for restoration of an externally assessed Junior Certificate. Does he not understand how meaningful educational reform can be delivered through partnership with teachers? Of course, such managerialism is the product of the same mindset which provoked the Junior Cycle dispute in the first place. If this dismissive approach to teachers continues then more serious disputes in our education system are inevitable.'

TUI President interviewed on **TV3 News, Newstalk's** Lunchtime programme, **Today FM** and regional news bulletins regarding **TUI decision to reject Lansdowne Road Agreement 15/10/15**

TUI's decision to reject LRA discussed on *RTE's Morning Ireland* programme, with union's concerns over struggles of young teachers to earn living wage and underfunding of education system highlighted 15/10/15

Budget reaction - TUI welcomes alleviation of guidance provision cut and calls for full reinstatement of the provision in the next Budget - *Irish Daily Mail* 14/10/15

'Meanwhile, Teachers' Union of Ireland president Gerry Quinn said: 'TUI is pleased that Minister O' Sullivan has provided some alleviation of the cut in guidance provision. TUI calls for the full reinstatement of ex-quota guidance in the 2017 budget.'

TUI President Gerry Quinn responds to Ivan Yates article in *Irish Independent* 3/10/15

'One real crisis in our education system which he fails to mention relates to its hugely casualised workforce, with one third of TUI members at second level (and up to half of those under 35) in temporary/part time employment, with many experiencing income poverty as a result. To compound this inequality, new entrants to the profession since 2011 have been placed on discriminatory, differentiated pay scales.

While Mr Yates is correct to point out the problem of chronic underfunding at third level, he neglects to mention that the weekly lecturing hours in Institutes of Technology have increased since the recession despite having already been significantly above international norms. This is unfair and unsustainable and is damaging to both lecturers and students. It is very interesting that Mr Yates should reference Tony Blair's educational "reform" from 1996 in seeking to promote change here in Ireland. Tellingly, the most recent international OECD PISA findings (2012) show that Irish students outperformed their peers in the United Kingdom in Mathematics, Reading and Science.'

TUI President Gerry Quinn interviewed on **TUI's acceptance of Junior Cycle proposals** on various national and regional news bulletins. Proposals addressed the key concerns of teachers, he says. **24/9/15**

Half of secondary teachers under 30 lack job security - *Irish Times* 31/8/15

"Casualisation creates instability for everybody in the school community," says TUI president Gerry Quinn, "not least students who are often taught by a succession of teachers in a given subject area over the course of the Junior or Leaving Certificate cycles. In terms of consistency of provision, this is undesirable, unacceptable and damaging."

Anne Lucey – an appreciation

Farewell to Anne Lucey, St Patrick's Comprehensive, Shannon, our beloved colleague, former branch officer of TUI Shannon, former Deputy Principal, teacher and friend.

The harsh winds of January dealt a terrible blow to the staff, students and parents both past and present, when the news arrived of the unexpected passing of Anne.

Anne spent all of her teaching career in Shannon and she contributed hugely to creating the dynamic school it is today. Many of her past pupils, some now on the staff of the school, will remember her with gratitude for the dedicated and inspirational teaching she delivered throughout her career as a maths teacher. She always encouraged students to aim for the stars and to believe that nothing was impossible.

Anne was, not just interested in the academic side of students' lives. She took the description of a teacher as being in 'loco parentis' literally and looked after the physical and emotional needs of students as well. Many a cup of tea was made by Anne for a student or teacher who was going through troubled times. Her support for those who had no one to support them really did make a difference.



Anne was like a fairy godmother to student teachers coming out from U.L to do teaching practice in this school. Not only did she offer many of them a lift in and out each day, she also ensured (by gentle persuasion, of course!!) that colleagues gave lifts to those she could not bring.

Anne had a wide variety of talents and interests. She was always involved in Human Rights issues. This manifested itself in many ways. e.g. through her time as an activist in the Teachers' Union of Ireland, her

membership of Amnesty International, her involvement in the CND movement and her concern for equality of access to education at the highest level for all students.

Anne was one of the founder members of the TUI Shannon Branch. She always insisted that TUI was the most suitable union to serve teachers in community and comprehensive schools. She fully participated in Congress over the years and was always to the forefront in supporting TUI marches, strikes, special and consultative conferences and congresses. As Branch Chair for many years throughout the 80's, 90's and 2000's, Anne always steered the branch in the right direction and ensured that all members had a sense of belonging to Shannon Branch of TUI. Equally, members were expected to give loyalty and participate fully, which they did.

Anne was a brilliant mathematician, she was also an excellent linguist. She was a native Irish speaker but also spoke very good French and Spanish. These linguistic talents were put to great use on the schools many trips to the continent, where Anne could and did argue vigorously with anyone who attempted to wrong any of her students. Her advocacy skills were put to great use on these trips. The fun times had on these continental learning experiences will be remembered long after academic results have been forgotten.

Members in Shannon want to acknowledge the huge contribution Anne made to TUI both at a local and national level. Her enthusiasm and fighting spirit inspired many of her colleagues to continue working hard for the union.

May a light now shine for you Anne, as you rest in the company of another great Cork woman, St Gobnait. You are no longer with us but your good deeds live on in our hearts and minds. Slán go fóill. Au Revoir, Hasta la Vista, Goodbye dear friend, teacher colleague and staunch TUI member. We miss you, but the good memories of time spent with you live on.



RMA News

'Season of Budget and Lobbying' doesn't have the nice cadence of the 'Ode to Autumn', but it's where we are on both counts. All RMA branches have been circulated with guidelines for use when approaching local TDs for the purpose of making them aware of our dissatisfaction with the Pension Restoration 'diktat'. The Officers of the RMA have met with the Officer Board of TUI to acquaint them with our concerns and to explain to them what we feel are the problems and deficiencies with the Restoration. Numerical examples of how pensions are affected have been compiled and passed on to Cornmarket for authentication. Basically, the figures reveal that any retired teacher with a full pension at assistant principal level or above, or any teacher with a Higher Degree allowance combined with a Special Duties post allowance, will not get full restoration. Of course neither will any third level teacher/lecturer get full restoration. In some cases the percentage restored could be as low as 41%.

On October 7th The Alliance held a lobbying event in Buswells Hotel. This was a whole day event supported by all its constituent organisations with their 'logos' on display. A number of Branches have already had their representatives meet with local TDs and many individual members have written to their TDs also. The more of us that do that, the better chance we have of being listened to. It has been said that the reason for the absence of a timescale for the full restoration of pensions was that such a timescale would mean planning now for Budget 2019. Well it hasn't stopped Government from launching an Infrastructural Capital Programme running to 2021. **So, Minister: Let us have our timescale for full restoration!**

So far this term, branch meetings have taken place in Dublin, Cork, Louth, The South East, Meath, Mayo, Kerry and Carlow. 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 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.

The membership of the RMA is constantly changing. I hesitate to say it's growing all the time. Each year, members pass, others forget to renew, but of course we get new blood too – this year, some 56 new members have joined already. We know there are more out there. On behalf of the RMA Officers and Management Committee, I want to thank the 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 pension is paid by the Paymaster General's office, 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 your P60, to the right of your name, and of course it's on any pension slip you have on file.

Our Autumn Break took us to the Clayton Hotel, Ballybrit, outside Galway. The three day event from October 13th through 16th was very well attended, with over 70 members participating. The package included a tour of Connemara, taking in Kylemore Abbey out west and Cong at the top of Lough Corrib. Our second tour was by boat on the Corrib, and included lunch. We had time afterwards to re-acquaint ourselves with Galway city's sights and sounds, with buskers down High Street and of course the shops. The management and staff of the Clayton looked after us extremely well and at some point we'll be returning.

Finally, I want to encourage all retired TUI members to

- a) to join RMA TUI if you haven't already, and
- b) 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.

Martin Hoyer: RMA Secretary

RMA MEMBERSHIP RENEWAL FORM

(members who pay by cheque only)

Full Name (print) _____

Branch _____

I enclose Cheque No. _____ for €20.00 payable to RMA TUI

Send to: Tim O'Meara, Ballynaveen, Emly, Co Tipperary.



Congratulations to
TOM LONERGAN,
PATHWAYS PROJECT,
GRANBY ROW, DUBLIN 1
winner of Vol 38 No 1 Crossword Competition

Crossword

€250 prize for the first correct entry drawn

Only one entry per member.
 Photocopies can be submitted.

Name _____

Workplace _____

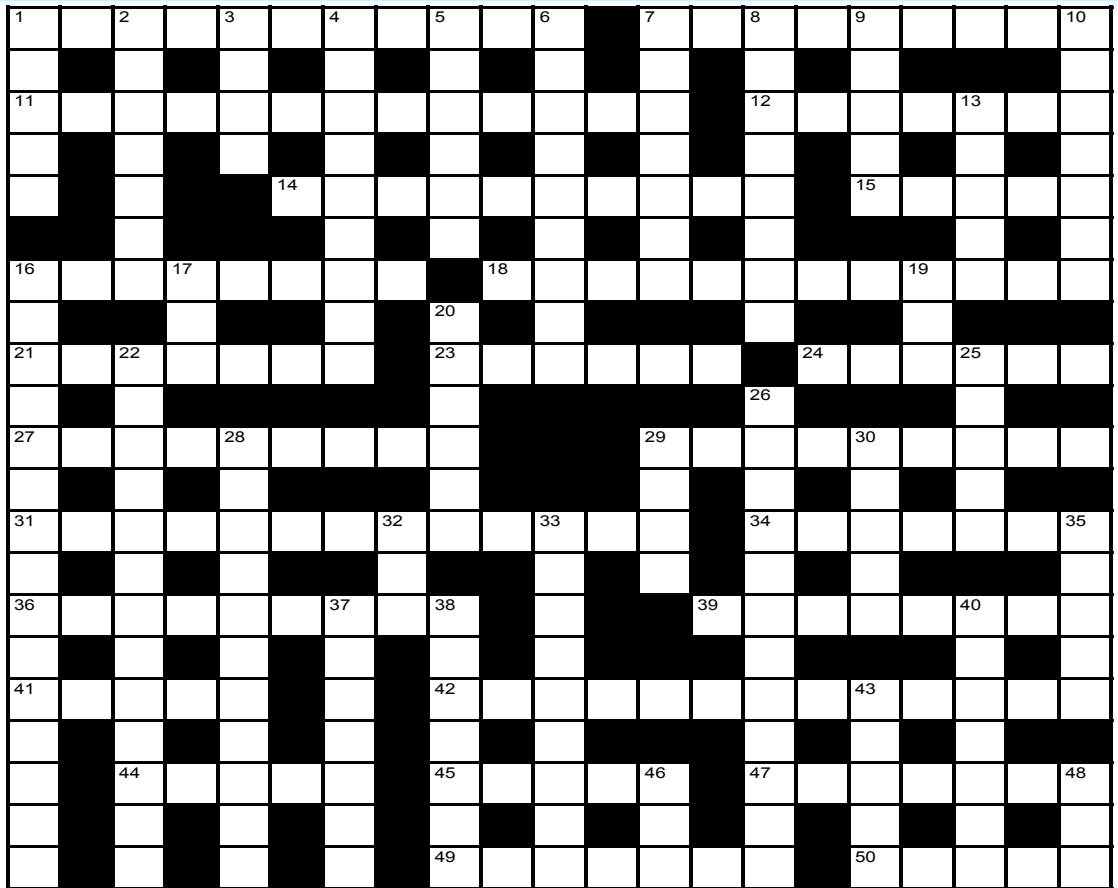
Address _____

Contact number _____

TUI Branch _____

Send entries to TUI
 Crossword November '15,
 TUI, 73 Orwell Rd, Rathgar,
 Dublin 6

Closing date for entries:
 Friday, December 18th, 2015



Across

- 1 Second largest town in Co. Sligo (11)
- 7 Solanum melongena, species of nightshade grown for its edible fruit (9)
- 11 Cartoonist and illustrator best known for drawings of ridiculously complicated machines (5,8)
- 12 Using few words, expressing much in few words (7)
- 14 Published verbal declarations of the intentions, motives, or views of the issuer, be it an individual, group, political party or government (10)
- 15 Spiro -----, Nixon's vice president (5)
- 16 A region of Italy bordering France and Switzerland, sits at the foot of the Alps (8)
- 18 A behavioural attribute that is distinctive and peculiar to an individual (12)
- 21 English royal house in the 12th and early 13th centuries (7)
- 23 A shelter from danger or hardship (6)
- 24 A film made with a low or limited budget, commonly used to describe a movie of noticeably poor quality (1-5)
- 27 A Korean martial art similar to karate (3,4,2)
- 29 A game played in some parts of Britain in which players throw sticks or balls at a wooden dummy (4,5)
- 31 A parliamentary constituency with few electors (6,7)
- 34 This is -----, film and TV series written and directed by Shane Meadows (7)
- 36 A vehicle for transportation of sick or injured people (9)
- 39 Double-reed instruments; the tenor of the oboe

- family (8)
 - 41 Fruit of a small tree in the Myrtle family (5)
 - 42 ----- But Loose, 1978 Clint Eastwood film (5,5,3)
 - 44 The first of three divisions of the Hebrew Scriptures (5)
 - 45 Act of sending out or putting forth (5)
 - 47 A profligate, idler or loafer. (7)
 - 49 Centre of Canada's oil industry (7)
 - 50 ----- Derby - flat horse race in England open to three-year-old thoroughbred colts and fillies (5)
- Down**
- 1 Large freshwater lake in the Sierra Nevada of the United States (5)
 - 2 ----- Boys - American hip hop band formed in 1981 (7)
 - 3 To say again or imitate (4)
 - 4 A common name that has been used to describe the first early modern humans (early Homo sapiens) that lived in the European Upper Palaeolithic (0)
 - 5 To stop or slow something, by exercising control. (4,2)
 - 6 The most covered pop song of all time (9)
 - 7 Orange-red condiment and food colouring derived from the seeds of the achiote tree (7)
 - 8 Centre of the target (5,3)
 - 9 John -----, Hong Kong born fashion designer who is now based in Ireland (5)
 - 10 A bet divided into two equal wagers (4,3)
 - 13 A class of 14th century Japanese who were trained in martial arts and were hired for espionage and

- assassinations (5)
- 16 The elite bodyguard of a Roman Emperor in ancient Rome (10,5)
- 17 Dr ---, stage name of Andre Romelle Young (3)
- 19 A.A. Milne's young kangaroo (3)
- 20 Political party founded in 1912 in Clonmel by James Connolly, James Larkin and William O'Brien (6)
- 22 Portable cassette or CD player with two or more loudspeakers and a carrying handle (6,7)
- 25 Alessandro -----, inventor of the electrical battery and the discoverer of methane. (5)
- 26 American actress who won an Oscar for her performance in Les Misérables (4,8)
- 28 A cart for carrying small loads (11)
- 29 Feel physical pain (4)
- 30 Mentors in spiritual and philosophical topics who are renowned for profound wisdom (5)
- 32 In Tolkien's works, these are a brutish, aggressive, repulsive and generally malevolent species (3)
- 33 Of worldwide scope or applicability (9)
- 35 ----- Springfield, English pop singer (5)
- 37 Small Arctic whale, the male has a long spiral ivory tusk (7)
- 38 Style of poetry which originated in classical Greece. (7)
- 40 In the usual direction of travel, straight on (7)
- 43 A hereditary social class among Hindus; stratified according to ritual purity (5)
- 46 --- Gore-Booth, Irish poet and dramatist, and a committed suffragist, social worker and labour activist (3)
- 48 Stanislaw ---, Polish science fiction author (3)