



# Croke Park Agreement

*TUI excluded from talks by Department  
Conference decides to talk and maintain directives*



Despite a decision to enter discussions taken by the Special Delegate Conference of TUI held on Saturday 25th September, TUI has been excluded from talks relating to issues in the Croke Park Agreement.

The Conference agreed to discuss the implementation of the Public Service Agreement while maintaining the directives. The Resolution of the conference is set out on page 4.

The conference was advised that the Department had told the union that it was necessary to suspend the directives introduced since the

imposition of the pension levy and the pay cut in order to enter talks.

Following the Conference the union advised the Department of the union's position of agreeing to enter talks on the proposals. On Tuesday 28th a letter was received reiterating that TUI would not be included in discussions on the issues as long as the directives remain in place. Discussions with the Department of Education and Skills involving other unions have now started for teachers.

## Directives

Clarification was sought and given at the conference on Saturday 25th as to what directives would be affected in schools. By way of clarification it was explained that the directives affected were the ones involving Whole School Evaluation, Parent Teacher meetings, staff/planning meetings and the directive on non rotation of Post of Responsibility duties.

Pending further notice the implementation of these directives is unaffected by the decision of the Conference.

# Meet the President – Bernie Ruane

Bernie Ruane is a native of Ennis Co Clare. She is the first woman from second level to become President of TUI.

Bernie went to school in Coláiste Mhuire, Ennis and later graduated from NUI Galway with a BA degree in French and English. She also completed her HDE in NUI Galway. In later years Bernie studied Spanish in the University of Limerick.

Bernie worked in France for short periods and took up her first full time teaching job in Kilrush Vocational School, Co Clare. Later she moved to St Patrick's Comprehensive Shannon where she is still a member of staff. She is the co-ordinator of Post Leaving Certificate courses in the school. Bernie has worked on a part time basis for the Shannon Curriculum Development Centre developing language programmes and was the person responsible for drawing up the modern language syllabus for Leaving Certificate Applied. While in Shannon, Bernie played a key role in forming transnational mini



TUI PRESIDENT, BERNIE RUANE

companies. Many of these pilot projects are now used on a national and international basis. She is also the author of the Leaving Certificate Applied French Book *Appliqu'ons Nous*. She has been a member of the NCCA Council and is currently a member of NCCA Senior Cycle committee and a member of the advisory committee to the NCSE.

Bernie believes that education is a right for all citizens and that equality of access to educational opportunity must be available to all. No learner should ever be disadvantaged because of their economic background or any other barrier that our society would put in their way.

Bernie has been a TUI activist for thirty years. She started out as school representative in Kilrush Vocational School for the Co Clare Branch of TUI. She then moved on to being Branch Secretary and Chair of the Shannon Branch. She cares deeply about the students in our education system and has always been willing to put her beliefs across strongly. Bernie believes that a trade union's main function is to endeavour to protect members' pay and conditions of service. While this will be very challenging in the current economic climate, she passionately believes that we must continue to campaign vigorously.



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# A Word from The President

Welcome to our first regular edition of TUI News for the new academic year. If you are a new member of TUI I would like to extend a very special welcome to you and wish you happiness, success and luck in your new position. Remember, you are now part of a family of over 15,000 members so you should never feel you are on your own. TUI is always there to help and assist you.

At a Special Delegate Conference held at UCD on Saturday 25th September, TUI delegates had a lively debate on what was the best strategy to adopt to protect our members at this point in time.

TUI again stated that it opposed the Croke Park Deal by voting three to one to reject it. It also stated that it had informed ICTU that TUI did not endorse the Croke Park Deal. Full information in relation to this Conference was given to every member of the union; their representatives in the full knowledge of the circumstance made the decisions below.

After a lengthy debate on the eleven amendments to the original motion, the motion set out on p.4 and p.5 of this magazine was passed by a substantial majority as the best strategy for our members. This strategy in brief is to seek to negotiate while maintaining the directives.

This is now the TUI position.

Members, myself included, indicated their anger at the constant attacks and attempts to erode our conditions of service by this inept Government. TUI will continue to fight for the conditions of teachers and lecturers. Equally, let there be no doubt that our pay and conditions of service will continue to be attacked. It is important that we fight together as a united and strong union on this issue.

It is equally important that we continue the campaign to have the money stolen from us returned and that the pension levy is withdrawn. We must not forget to

fight for new members entering the profession. If we do not fight for them, who will? A joint campaign in conjunction with the other teacher unions is being launched shortly to show that the attack on the pension for incoming members is totally unjust and unjustified. Please support this campaign. If pay and pensions are downgraded for teachers how can we hope to attract committed people to this profession?

The slight alleviation on the moratorium on posts of responsibility will not have any major significance for most of our schools. The fact that the alleviation addresses all schools in the same manner means that once again disadvantaged schools are further disadvantaged. We call on the minister to review this situation.

At a time when many families are suffering the cruel brunt of unemployment, students need pastoral care supports more than ever. This moratorium has deprived them of that support. It does not make sense in a time of crisis to withdraw supports from the most vulnerable. This is not reform of the Public Service – it is an attack on the vulnerable. This moratorium is pushing our weaker students to the wall. Their tomorrows are being blighted by a Government who would not let them inside the bubble when it was there and now expect them to wipe up the mess that the detritus of its bursting has left behind.

Since September, I have called on the Government to put protocols in place with book publishing companies so that families do not have to suffer undue hardship by having to constantly purchase new textbooks. I am aware that book companies are businesses but I would ask the Minister once again to put safeguards in place so that our students do not have unnecessary expense at this time of reduced family incomes.

With regard to this edition of TUI News, please note that there is a crossword sponsored by TUI Credit Union with a

prize of €250 for the first correct entry drawn. I thank the credit union for their sponsorship. I would also like to wish the purveyor of this good news, Pat Conway from Cork Community & Comprehensive branch, the very best on his retirement. You might also note that we have included a few exam bloopers which might rise a smile in these stark times. I want membership to have ownership of this union publication so if you have opinions on anything in the educational world or indeed even some ideas or advice on how to make all our lives more colourful or easier, please let us know.

Finally, I would like to thank all those members who supported me in the election for President of TUI in May 2010. It is a great honour for me to be the first woman elected as President of TUI from second level. I promise that I will always tell you the truth regardless of whether it is pleasant or not. I also promise to listen to you the members and be guided by your decisions. I will use all the democratic processes available to TUI to ensure that all of your voices are heard. Whether you are working in second level, third level or Further Education all of you are equal members of TUI and I promise to do my best for each and every one of you.

You are the union, let your voice be heard by attending your Branch and workplace meetings. On a related note, most Branch AGMs will be held in the coming weeks. I or the relevant head office officials would be more than willing to attend. Please send on relevant details of dates and venues to [president@tui.ie](mailto:president@tui.ie) or [tui@tui.ie](mailto:tui@tui.ie)

A belated best of luck in the new academic year to each and every one of you.



# Conference reaffirms TUI opposition to Public Service Agreement



A special delegate conference of TUI members which took place at O' Reilly Hall, UCD on Saturday 25th September reaffirmed the union's opposition to the Public Service Agreement. The union also affirmed that it is willing to engage with the Department of Education and Skills through the normal industrial relations machinery. The following resolution was passed:

*before the budget in 2010 of our Executive with the Executives of these unions.*

***This Conference instructs the Executive Committee to maintain the current Directives until and unless our members agree to a settlement of the related grievances following consideration at a special or annual congress.***

***TUI declares that it will respond to any proposal for change put down by the employer side solely through the C&A scheme/IOT IR forum in the normal way. The framework for negotiation, facilitation and arbitration shall not be the provisions of the Public Service Agreement (Croke Park Deal). Under no circumstances shall binding arbitration be accepted by TUI.***

***Participation in any such discussion does not imply TUI's acceptance of the Public Service Agreement.***



***This conference reaffirms TUI's opposition to the Public Service Agreement.***

***This Conference instructs the Executive Committee to maximise co-operation with other unions opposed to the Public Service Agreement and immediately to initiate meetings to take place***



**The result to be put to a special congress for consideration before being put to a ballot of the appropriate members after the budget in 2010.**

**Further the Executive Committee is instructed to prepare a contingency plan to deal with any attempt to unilaterally impose the Public Service Agreement through circular letters.**

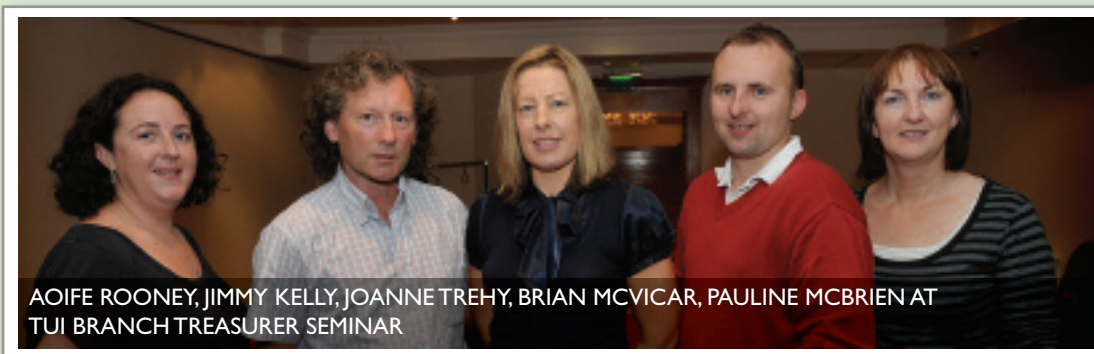
While this Delegate Conference was not a full special Congress, the Executive Committee had agreed in advance to accept the outcome. Consequently the above represents the position of TUI.

The acceptance of this resolution does not affect the application of existing directives.

**A letter was received from the Department of Education and Skills on Tuesday September 28th (see right) stating that TUI would not be included in discussions on the issues as long as the directives remained in place. Discussions with the Department involving other teacher unions have commenced.**



**Please also check the TUI website ([www.tui.ie](http://www.tui.ie)) regularly for any further updates.**



# Launch of TUI Workplace Committees



ÍDE NÍ FHAOLÁIN

Íde Ní Fhaoláin was recently appointed to the post of 'Branch Organiser' of the TUI. Íde was involved for many years in the GMIT Branch of the TUI, served as Branch Secretary for about five years and then became Area Representative and a member of the Executive Committee for two and a half years. She also served as Honorary Secretary of TUI from March 2010 until the end of August 2010.

The post of Branch Organiser arose from the work of the Structures Review Group (SRG), set up as a result of a resolution that was passed at Annual Congress 2009. This resolution called on the Executive to set up a special Sub-Committee to review the current structures and processes of the TUI, with a view to modernising them in order to make them more effective and responsive to the needs of the membership. Principal issues and concerns relating to TUI structures and processes were examined, an online survey of the membership was conducted and views were elicited from Branch Officers, Schools, Colleges and Area Representatives. As a result of the group's deliberations, 44 Recommendations

were put forward in their final report, which was presented at Annual Congress 2010.

A core part of the work of the Branch Organiser will be the implementation of Recommendations 1 -7 of the SRG report, which refer to the establishment of 'Workplace Committees'. This will involve visiting Branches and Workplaces throughout the country, to set up these Workplace Committees and to foster and strengthen their role as the fundamental unit of the TUI nationally. These Workplace Committees will report to their Branches.

Each Workplace Committee will consist of three or four members and it is envisaged that the role of this committee will include the following:

- Dissemination and gathering of information on behalf of the TUI
- Calling regular meetings to discuss Union issues and problems arising in the workplace
- Representing members at meetings with Management
- Liaising with and reporting to Branch Officers/Area Reps/Head Office, as appropriate
- Attending Branch meetings and Branch Committee meetings
- Recruitment and Membership

An additional recommendation was made in the SRG report to set up a Technology Working Group whose role will be to put in place a password-protected members' website, which would act as a central repository of information for all members.

The SRG report is available on the publications and reports section accessible on the left hand menu of the TUI website at [www.tui.ie](http://www.tui.ie).

If you wish to contact Íde to obtain information and advice on setting up a Workplace Committee, please contact her at [inifhaolain@tui.ie](mailto:inifhaolain@tui.ie) or Cathy Glavey at TUI Head Office on 014922588.

# FÁS in its current form “an outmoded, irrelevant and hugely expensive quango”



The TUI has echoed Ruairi Quinn’s call for the resources of FÁS to be allocated to the education sector and that the agency in its current form should be dismantled. The union believes its role should be subsumed into the Department of Education and Skills and that Institutes of Technology and Colleges of Further Education are best placed to provide the high quality, cost efficient courses that the smart economy requires.

This urgency of this situation is further emphasised by Deputy Fergus O’Dowd’s recent statement regarding questions arising over the certification of some recent courses.

“In its current form, we believe that FÁS is a barrier to the development of the smart economy,” said union General Secretary Peter MacMenamin. “Its credibility has been completely stripped by hugely damaging revelations over the past year. FÁS has degenerated into an

outmoded, irrelevant and hugely expensive quango.”

TUI believes that there are question marks over the value and quality of some courses administered by private providers endorsed by FÁS and that the Government should insist that every State endorsed course should offer approved qualifications through HETAC or FETAC. In this regard, Institutes of Technology and the Further Education colleges are ideally placed to develop the balanced skill set that the country requires with a wide range of high quality courses.

“In terms of best use of financial resources there is an absolute need for increased co-operation between the state agencies that have responsibility for the provision of education and training. There should be a planned, co-ordinated and integrated agenda for the provision

of further education and training,” said MacMenamin.

“The redefined Department of Education and Skills should take over the agency’s remit as a matter of urgency to co-ordinate all education and training initiatives in a constructive and cost effective manner at this most crucial time for the country.”

There is also the issue of course duplication which the union has highlighted before.

“We know that money is being wasted needlessly because we have been made aware of instances of elements or modules of successful Post Leaving Courses being duplicated by FÁS within certain towns and cities. Surely this is the clearest possible endorsement of the success of PLC courses and a damning indictment of the duplication FÁS actively promotes and endorses.”

## New Vice President and Area 2 Representative



Denis Magner was elected Vice President of the union earlier this year. A native of Cork, Denis is a teacher of Maths and Science in Tullamore College. He has been a Branch Officer of the union since 1974 and previously served as TUI representative of Area 2 and TUI Honorary Treasurer.



The position of Area 2 representative on the Executive Committee has been filled by Denise Kennedy, a teacher of Materials Technology Wood and Construction Studies in Athlone Community College.

# School book publishers must meet responsibilities

TUI has called on school book publishers to review their marketing and sales strategies to show greater sensitivity in recognising the pressures facing parents in the face of rising unemployment and lower wages.

The union has also called on the Department of Education and Skills to introduce protocols in the area with special reference to the frequency of new editions of text books.

“Parents should be clear on what is happening – some publishers have adopted a stance that makes it almost impossible for teachers to stay with a particular edition of a textbook for any longer than one cycle,” said TUI President Bernie Ruane.

“An added concern is that the moratorium on appointments to public service posts has resulted in many schools losing the administrative post that would previously have organised and administered book rental schemes within schools. This is leading to further restrictions in the area.

Teachers are reporting with increasing frequency that tactics used by publishing companies are leaving schools with little option but to use the very latest edition of textbooks. In both Junior and Leaving Certificate cycles, new editions of books are released every other year even when no syllabus change has taken place. In many cases content has only been slightly reorganised as opposed to changed. This makes it very difficult for each student in a particular class group to obtain the same version of particular editions. The use of multiple editions is clearly detrimental to quality teaching and learning, with teachers losing a significant amount of class time providing clarifications to students.

Some publishers now publish new editions containing worksheets, notes for online content or updated content on a topic. However, teachers believe that these could be published separately from the main textbook and sold to schools at a much lesser charge. Such an approach would allow schools and families to recycle the main edition of a textbook, saving money for parents, ensuring that



teachers would have access to new resources while the publishers would still have a ready market for the newer material.

This constant updating and review of written textbooks draws sharp attention to the continued inadequate access to the hardware and software that would enable a much greater and more effective use of digital media and internet access in the classroom. As long as there is uneven and limited access to information technology, publishers will be able to find creative ways to maintain a demand for new editions even if the cost is unjustifiably high.

# Significant Rights Commissioner Decision

A recent Rights Commissioner decision for the TUI has significant implications for members who may be employed on an hourly paid basis by Institutes of Technology. Assistant General Secretary John O'Reilly took the case on behalf of a member in DIT. It was sought that the member, who had been paid on an hourly

basis and had been employed for a number of years, be placed on a pro-rata contract. The case taken under the Protection of Workers (Part-time Work Act 2001) was essentially that the member was being discriminated against because he was part-time. The TUI was able to prove that his work was the same

as that of a whole-time comparator and as such he was entitled to the same pay as this comparator.

Tributes are due to the Branch Officers in the Dublin Colleges Branch and the Area Representative, Paul McSweeney in progressing this case.



# Welcome to Teaching

*Welcome to the teaching profession and to our Public Sector Schools, Colleges Institutes of Technology and Further Education centres. TUI wishes you the very best in what we are sure will be a long, eventful and fulfilling career.*

*The work you are doing is vital work for the public good. In an increasingly complex world you will provide the instruction, guidance and - more often than some commentators would have you believe - the inspiration that will sustain our learners' minds as they mature and develop under our guidance.*

*As you begin your career, the TUI would like to offer some practical advice based on the experience of our members over several years.*



## Employer

- All teaching positions with public sector employers, other than casual short-term positions, are filled following advertisement in the national press and competitive interview.
- Apart from the Institutes of Technology, your employer is either the Vocational Education Committee or, in the case of teachers in Community and Comprehensive schools, the Board of Management.
- In the case of a VEC, appointment is to the "scheme" (normally defined by county) which means that one may be assigned to any Vocational School or Community College within the scheme and may, in subsequent years and subject to protocols agreed with the union, be transferred within the scheme.
- Community and Comprehensive schools are stand-alone employers.

## Qualifications - general

- You need absolute clarity about your qualifications. What are you qualified to teach? Are you recognised by the Teaching Council, your employer and/or the Department of Education and Science as a fully qualified teacher who is eligible for appointment to a permanent wholtime teaching position in your subject/specialism? You should apply to the Teaching Council for admission to the register of teachers. You must ensure that you renew this registration annually

## Qualifications – Second Level sector

- To be qualified as a second level teacher in the vocational sector you must hold a recognised degree (or equivalent) in at least one of the subjects on the Leaving Certificate programme. Memo V7 details the specific requirements. Currently, a Higher Diploma in Education is not a requirement for recognition as a qualified teacher in the vocational sector.
- In Community and Comprehensive Schools you require either an appropriate degree (or equivalent) and the Higher Diploma in Education (or equivalent) or an appropriate degree that includes a training in teaching qualification to be recognised as fully qualified and eligible for appointment as a permanent whole time teacher.
- Generally speaking, subjects taken in final year degree examinations may be taught to Leaving Certificate level while those taken in earlier years of the degree course may be taught to Junior Certificate level. However, it is important that you check the subject specific criteria on the Teaching Council website [www.teachingcouncil.ie](http://www.teachingcouncil.ie)

## Qualifications – Further Education sector

- To be fully qualified for a teaching position in the Further Education/



Post-Leaving Certificate area, in Youthreach Centres, Traveller Training Centres or in the Prison Service, you must hold a qualification that satisfies either the terms of Memo V7 or the terms of Department of Education and Science Circular Letter 32/92.

- Both Memo V7 and CL32/92 can be downloaded from the TUI website.
- Discussions regarding the introduction of a requirement for an appropriate training in a teaching qualification for this sector are ongoing.

## Contracts/Written Statements

- All part time teachers should have contracts .
- Permanent members in the VEC sector are employed under Memo V7. Permanent wholetime teachers in the Community and Comprehensive sector do not have a written contract but are employed under terms no less favourable than Memo V7
- By definition, a permanent wholetime teacher is deemed to be fully qualified
- In your first year of service as a permanent wholetime teacher you will be placed on the third incremental point of the Common Basic Scale (CBS) if you hold the Higher Diploma in Education (or an alternative, recognised training in teaching

qualification) and on the second incremental point if you don't. Your salary comprises the appropriate point of the CBS plus the qualifications allowances to which you are entitled. Two qualifications allowances can be held – typically, for a primary degree and the Higher Diploma in Education. See your TUI Diary for exact allowances.

## Pro Rata Contracts/ Fixed Term Contracts

- If you are a fully qualified part-time teacher (ie with fewer than 22 teaching hours per week) and have been engaged to teach for a specified number of hours per week over the course of the full school year with a start date not later than 1st November you are entitled to a pro-rata contract.
- This is a written, fixed-term, contract of employment and must be signed.
- The standard contract is appended to Circular Letters PPT 19/03 (Community and Comprehensive schools) and PPT 20/03 (VECs) which can be downloaded from the TUI website.
- To be entitled to a pro-rata contract you must have been appointed following a formal selection process. This process involves advertisement of the position in the national press and competitive interview by a properly constituted interview board.
- If your appointment was not subject to a formal selection process you are not entitled to a pro-rata contract.
- If you otherwise satisfy the conditions for award of a pro-rata contract (ie if you are qualified and have specified hours over the course of the school year) but have not been appointed following a formal selection process, you should contact your TUI school representative and, assisted by her/him, ask your employer to advertise the position and make an appointment following a formal selection process. There is the risk in this that you might not be appointed but the cost to you of not pursuing the matter is considerable.
- If, before 1st November, additional teaching hours are added to your weekly timetable – as sometimes happens after the commencement of the school year when a school's timetable eventually “settles” - your contract is augmented to take account of those hours
- Any further hours – undertaken on an occasional basis - that are worked by a pro-rata contracted teacher during the school year will be paid at an hourly rate calculated by dividing the sum of your point on the CBS and your qualifications allowances by 735 (ie the number of teaching hours in the school year of a permanent whole time teacher)



- Having a pro-rata contract means that you are entitled to a salary for the full school year. For this purpose the school year runs from the date of commencement of your contract to 31st August, inclusive. The commencement date must fall within the period from 1st September to 31st October, inclusive.
- Your salary for the school year is based on your hours as a proportion of the whole time hours (22). To calculate your salary, you apply that proportion to the sum of your point of the CBS plus your qualifications allowances
- Full salary details are available on the TUI website: <http://www.tui.ie> or in the relevant section of the TUI diary/handbook.

### Contracts and Salary – Non-casual Part-time Teaching contract

- A fully qualified part-time teacher who is employed to teach for a period in excess of 150 hours during the school year but for less than the course of a full school year is classified as a “non-casual part-time teacher” and is entitled to a non-casual part-time teaching contract.
- As such a teacher, you will be paid at an hourly rate calculated by dividing the sum of your point on the CBS and your qualifications allowances by 735

(ie the number of teaching hours in the school year).

- If you are employed to replace a teacher on maternity leave or extended sick leave you may fall within this category.

### Contracts and Salary – Casual part-time teaching contract

- A fully qualified teacher who is not employed on a Pro-rata Contract or on a Non-casual Teaching Contract is regarded as working on a casual basis for the first 150 hours worked in the school year.
- If, as such a teacher, you work for more than 150 hours in the school year each additional hour in excess of 150 will be paid at an hourly rate calculated by dividing the sum of your point on the CBS and your qualifications allowances by 735 (ie the number of teaching hours in the school year).
- This type of contract applies in cases in which the work arises only on an intermittent basis and where the employer may reasonably expect that the hours worked will not exceed 150 in the course of the school year.

### Permanency

- It is a policy of the TUI to seek permanent wholetime teaching contracts for the greatest possible proportion of the teaching force. Currently, VECs have 95% of their teaching allocation on a permanent whole time basis. The 5% leeway means, in practice, that every year vacancies arise for part-time positions. Customarily, a significant number of new entrants to the profession will first secure these positions, as opposed to permanent posts. The legitimate expectation of such teachers, however, is that temporary and/or part-time experience will significantly improve their chances of subsequent permanent appointment.

### Contracts of Indefinite Duration

- A Pro-rata contract is a fixed-term contract.
- The Protection of Employees (Fixed-term Work) Act 2003 offers certain protections to employees who have completed successive fixed-term contracts
- Pro-rata teachers who have been in successive fixed-term contracts with the same employer, who satisfy particular conditions and whose teaching service will be required on an ongoing basis have an entitlement to a Contract of Indefinite Duration (CID).



It is open to an employer to award a CID to a part-time teacher in the teacher's first year of service with the employer **and a CID must be awarded in the fifth consecutive year of service unless there are objective grounds to prevent this. Always check your contract to see if it contains objective grounds.** In effect, a contract of indefinite duration confers permanency in respect of the number of hours specified in the contract.

## YOUR SCHOOL AND YOU

### Collegiality

- Make sure that you maintain close contact with your teaching colleagues. Do not isolate yourself as a teacher. You can quickly, and mistakenly, conclude either that your style and methods are entirely right or entirely wrong. Don't confuse appropriate professional autonomy with raising the drawbridge. Remain open to professional discourse. Often a casual chat with a colleague in the staffroom can be a wonderful learning experience. The quality of your teaching will be significantly enriched if you continue to be a learner.
- Involve yourself fully in the life of the school community. Make yourself

available as much as possible for activities with your colleagues. This involvement will enrich your professional life.

### Professional Standards

- Ensure that you are in command of your subject and well prepared and you can legitimately insist upon the highest standard from each student that s/he is capable of reaching. It is central to our educational philosophy in TUI that every student, irrespective of background, has an entitlement to a high quality, publicly funded education. As individual teachers we should be guided by this ethos.
- Be aware of public policy as expressed in legislation, particularly education legislation.
- Be accountable. The TUI supports the principle of appropriate public accountability of schools through elected public representatives and agencies such as the inspectorate of the Department of Education and Science.
- Make sure that you respect the rights and personal integrity of your students. Remember that fairness and consistency with the application of school/centre rules will earn you respect. Maintain a professional approach towards your students by being friendly but distant. Always maintain clear, objective records. These may relate to student progress,

conduct, contacts with parents, issues relating to your employment, formal discussions with school management and other relevant matters.

### Your rights and duties as a teacher

- You are entitled to the support of your employer in your efforts to ensure that students receive an education of the highest quality. In that regard, you are entitled to a healthy and safe workplace marked by respect for human dignity and the absence of bullying or intimidation. The principles of equity, equality and inclusivity should inform school/centre practice.
- Your employer, your colleagues, your students and their parents/guardians are entitled to your respect, loyalty and best professional service.
- If employed by the VEC or C&C sectors you are on probation for your first year. If the school/centre management has any difficulty with the quality of your work, it is obliged to bring it to your attention and offer appropriate advice. If you are not advised of any difficulty you are entitled to assume that there is none and that you will be probated.



## Your Union – Teachers’ Union of Ireland

- Join the union and actively shape your professional environment, both locally and nationally. You will quickly become au fait with current issues. Research has consistently shown that disaffection with and disengagement from one’s work are most pronounced where employees are least involved in decision-making processes.
- Find out who the TUI school representative is and who the school committee members are. Have the name and contact details of the Branch Chair and area representative. Get to know them. The same applies to the union/teacher representatives on the VEC and/or the Board of Management. Avail of the earliest opportunity to attend a TUI meeting in your workplace or/and your local Branch.
- Use your TUI Diary – your conditions of service and the range of union services are more fully explained. Constantly check the TUI website for information and updates. Be active in your union. Remember the TUI is only as strong as the members. Be committed to being a strong member.
- There are certain conditions of service that are regarded by the union as so important as to require the protection of directives. These conditions relate to the maxima that apply to class contact hours, class size (i.e. student numbers) and the number of days in the school

year. As a member of the TUI you are obliged to abide by these directives – there is no discretion in the matter.

- The directives should be displayed on the TUI Notice board in the school and can be downloaded from the TUI website

### In Case of Difficulty

- If you encounter a difficulty with your employer, address it at the earliest opportunity. In this as in other matters, keep the issue and the personality separate. Informal resolution of difficulties is desirable, provided the rights of all parties are respected. If informal resolution is not possible, approach the TUI school representative and process the issue through the agreed grievance procedures for your sector. The procedures are set out in the TUI Diary and may be downloaded from the union website.

### Keeping Professionally Fit

- Finally, avoid letting the intellectual and professional grass grow under your feet. Involve yourself in reflective practice and professional development from the outset. In this regard, you might consider joining the relevant subject associations. You should also avail of in-service and professional development opportunities. These are provided by a wide variety of agencies and institutions, including the Second Level Support Service, Further

Education Support Service, the Special Education Support Service, the Education Centres and the teacher unions. The Teaching Council, at present in its infancy, is quite likely to set a premium on continuing professional development. The TUI is campaigning for a continuum of professional development that will sustain excellence throughout one’s teaching career. As public servants, we must be to the fore in insisting upon and maintaining the highest quality in our public education.

*Remember you are the union. Your commitment as a member is what will keep the TUI strong. It is important that you are not isolated in your workplace. Feel part of a professional family by joining TUI. Teaching is a rewarding profession. Decide you are going to enjoy it. Think about this - you now have the power to influence a mind for eternity! As an active member of TUI you will have the courage to exert this influence wisely and well!*

# Further Education: Development of New National Standards and Awards Continues

In earlier editions of the TUI News your attention was drawn to ongoing work on the development of new national awards for further education and training programmes.

New awards and standards will replace existing awards and will become the reference point for providers of further education and training irrespective of the context or setting in which a programme of learning is delivered. When the timeframe for this is released careful consideration is required by the TUI at local and national level.

Two approaches are being used to the development of new awards within the Common Awards System:

## MIGRATING EXISTING AWARDS

- Awards, currently in use, are reviewed, updated, harmonised or deactivated
- As a body of work already exists deep analysis and consultation may not be required
- Standards Groups support this work – these are established by providers with particular expertise in a discipline and are primarily made up of practitioners
- Some groups are led by the IVEA and VECs, others by FAS, Teagasc, or Industry
- Lead body must consult with other interested stakeholders (industry, other providers)
- Public consultation takes place at appropriate stages of development

## DEVELOPMENT OF NEW AWARDS

- Undertaken in areas where base award(s) do not currently exist
- Requires extensive needs analysis and consultation to justify and inform
- Standards Development Groups support this work – these are established within a framework agreed with FETAC
- A particular body (eg IVEA, a VEC,

A State Agency, Private Provider) leads the process

- Other stakeholders (industry, social partners, other partners) must be invited to participate in the group
- Public consultation takes place at appropriate stages of development

## Other features of the process include:

- FETAC staff provide support and guidance to the above processes
- Draft award specifications setting out broad details, including the new standards to apply, are placed on the FETAC website ([www.fetac.ie](http://www.fetac.ie)) for public consultation
- In some instances public consultation events are organised such as a seminar to which a wide range of organisations including TUI can send a representative
- The process is overseen by the Standards Advisory Board (SAB) - a national representative group with representatives from HETAC, IVEA, FAS, Skillnets, Teagasc, Department of Education and Science, Equality Authority, ICTU, Health and Safety Authority and the Community Sector. FETAC staff support the group and recommendations are made to the FETAC Council.

## Is there any TUI involvement?

- There is no provision for direct TUI representation on the various groups that are involved in shaping new awards and standards. However a TUI official sits on the SAB as the ICTU representative
- Individuals and organisations can provide comments and ideas to the development groups if they wish
- They can also provide feedback and comments to FETAC as part of the public consultation process
- TUI makes observations based on feedback from individual members eg responses have already been submitted to the draft business awards, the suite of level 4 awards, and information technology awards.



## New Awards for Further Education - Brief summary of Current Activity

### Level 4

Award in Childcare Support being revised following consultation

Six Major Awards recommended to SAB in Sept 2010:

- Employment Skills
- Engineering Skills
- General Learning
- Office Skills
- Science Skills
- Information and Communication Technology Skills.

### Level 5

Seven Major Awards recommended to SAB in Sept 2010

Two Major Awards - Trade Union Studies and Funeral Practice - recommended to the SAB in Sept. 2010

New Major Award in Intellectual Disability Practice ready for consultation in September.

### Level 6

Business Major Awards currently under review

Early Childhood Care and Education reviewed - consultation Sept/Oct 2010

Two Major Awards: Social and Vocational Integration; Inclusive Education and Training under review - consultation Sept/Oct 2010

New Special Purpose Awards recommended to SAB in Sept 2010

- Energy Efficiency and Renewable Technologies
- Packaging Optimisation.

A full list of awards under development, their status is available on the FETAC website at [www.fetac.ie](http://www.fetac.ie)

- Given the wider range of interests involved, and the vast array of awards under development it is advised that you view the FETAC website regularly to identify draft awards that are relevant to the further and adult education sector - schools, further education colleges, Youthreach centres, VTOS centres, part-time education initiatives, prison education units.
- Check into the FETAC website [www.fetac.ie](http://www.fetac.ie) to keep informed of new awards at consultation stage and let us know what you think – any concerns you have, improvements that could be made - by contacting the Education and Research Officer now ([bjudge@tui.ie](mailto:bjudge@tui.ie)). You can also make direct contact with the body leading the development group or FETAC as appropriate. See the FETAC website under 'Awards Plan' update for details of the body/agency leading the Development Group.
- Earlier this year TUI invited members to indicate if they would like to act as advisors in a particular discipline/subject area to inform the TUI thinking and viewpoint. A number of people expressed interest and the invite remains open - if you are interested just fill out the '**Expression of Interest Form – FETAC Awards and Standards**' available at [www.tui.ie](http://www.tui.ie) – don't forget to get branch endorsement.

## National Induction Programme for New Teachers in Post Primary Schools

TUI was disappointed to learn that the pilot project on induction for newly qualified teachers has been curtailed for the 2010/2011 academic session. Not surprisingly, the curtailment is part of a major cost saving drive within the Department of Education and Skills. The European Commission (2010), while stating that 'the professional development of teachers is a lifelong process' stresses the importance of induction and notes the statement of the European Council (2010) that 'the increasing demands placed upon [beginning teachers] and the growing complexity of their roles, [requires] access to effective personal and professional support throughout their careers, and particularly during the time they first enter the profession'. Benefits of induction include an increased sense of professional confidence, the development of a culture of lifelong learning and enhanced professional status. It is therefore very regrettably that some of the good practice that emerged from the pilot initiative may now be lost to the system.

The TUI acknowledges that the Department (Teacher Education Section) will continue to provide some support to newly qualified teachers by providing funds for an induction programme. Notwithstanding disappointment with the cutbacks the teacher unions remain supportive of any induction support that is provided for new teachers, however limited.

The programme will be available in the 21 full-time Education Centre for all newly qualified teachers in their early years in the profession. It comprises eight modules designed to meet the particular needs of

beginning teachers and was developed by the National Pilot Project on Teacher Induction Team at the School of Education, UCD in conjunction with the Network of Education Centres (ATECI) and other partners. The programme is based on ongoing needs analysis of the support required by beginning teachers together with the experience built up during the pilot phase of the project and evidence based on international research on the area. It includes a number of elements:

- Eight support modules focusing on the needs of NQTs
- Peer networking and support
- Development of an induction portfolio and resource materials
- Mentoring support and advice.

Module content includes:

- Developing a Professional Identity
- School Policies and Planning
- Professional relationships in the school community: Effective Communication Skills
- Managing classroom behaviour
- Assessing, recording and reporting student progress
- The inclusive classroom and special education needs
- Working with diversity and mixed ability.
- Observation and Learning
- Growing as a Professional Teacher

This targeted support for NQTs focuses on managing the transition from their pre-service teacher education course to the emerging needs as they adjust to the daily realities of school life and cope with the daily demands of life in the classroom.

Participation in the Induction Programme is voluntary and is recommended to all teachers in their first year teaching or those who have been teaching for a number of years but have not previously completed an induction programme. All arrangements including schedule, times and dates will issue to schools from Education Centres. (Details for all centres are available on the Association of Education Centres website: [www.ateci.ie](http://www.ateci.ie)). The National Programme Office is responsible for organisation at national level, mentor training, programme development and evaluation, and research.

Participants will be awarded a certificate to acknowledge their participation and successful completion of the programme. Full information on content is available on the Induction Programme web site. [www.nationalinductionprogramme.com](http://www.nationalinductionprogramme.com)

### A Note to Principals

You may have participated as partners in the first phase of the National Pilot Project on Teacher Induction for post-primary teachers and the accompanying professional development programme for mentors. If so, the National Programme Office has invited you complete a questionnaire to help identify the current and emerging needs for newly qualified teachers based on local experience. The questionnaire is available at <http://www.surveymonkey.com/s/62HT587>. The purpose of this exercise is to help with the development of the induction support and programmes – so if you can find a minute please complete and return the questionnaire to the National Programme Office. Thank You.

# Teaching Council Policy on Teacher Education



AN CHOMHAIRLE MHÚINTEOIREACHTA  
*The Teaching Council*

The Codes of Professional Conduct for Teachers recognise that teachers are lifelong learners and, in that context, The Teaching Council is currently drafting a policy paper on the continuum of teacher education spanning all stages of the teacher's career from initial teacher education through induction to continuing professional development.

The policy paper will provide the framework within which the Council will implement its functions relating to teacher education. It is currently at an advanced stage and it is expected that it will be made available for consultation in the autumn. Please see [www.teachingcouncil.ie](http://www.teachingcouncil.ie) for further updates.

## Regional Meetings with Teaching Council Contact Persons

The Teaching Council is continuing to establish a group of teachers to act as a

contact between the Council and teachers in their schools. To date, nearly 1,000 schools have nominated a contact person. It is envisaged that one registered teacher from each school will be The Teaching Council Contact Person who will ensure that publications and other information are distributed to teachers in the school. In this way, more and more teachers will become familiar with the work of The Teaching Council and, we hope, engage with the Council as their professional body.

Regional Meetings with Contact Persons will commence at the beginning of the 2010/2011 school year. Evening meetings will take place in the Education Centres across the country as follows.

Date	Education Centre
13 October 2010	Cork
3 November 2010	Dublin (Blackrock)
17 November 2010	Dublin (Drumcondra)
1 December 2010	Limerick
15 December 2010	Navan
2 January 2011	Kildare
16 February 2011	Dublin (Tallaght)
2 March 2011	Galway
30 March 2011	Donegal
13 April 2011	Mayo
11 May 2011	Wexford
25 May 2011	Waterford

Teaching Council Contact Persons can book their attendance at a regional meeting, by emailing [education@teachingcouncil.ie](mailto:education@teachingcouncil.ie)

## Does your school have a contact person?

If your school has not already nominated a contact person, please email a request for an application form to [education@teachingcouncil.ie](mailto:education@teachingcouncil.ie)

# A NEW JUNIOR CYCLE – Is it time for change?



## What is in the initial consultation document prepared by the NCCA?

- Ideas on Teaching and Learning; Qualifications; Curriculum; Assessment and Evidence of Learning.
- Detail on international practice in relation to lower secondary education in other countries.
- Suggestions on how schools and the system in general could move towards change in lower second level education.
- **Innovation and Identity: Ideas for a New Junior Cycle is available at [www.ncca.ie](http://www.ncca.ie) and [tui.ie](http://tui.ie)**

A summary is also available together with other material to support public consultation – videos, multimedia presentations, blog, and questionnaire.

## Important Timelines:

- April 2010: An Táiniste and Minister for Education and Science formally opened

up the consultation with the education partners and wider public.

- April – December 2010: Public Consultation and Development of a Framework to underpin pilot activity in a number of schools.

## The TUI and its members are presented with important questions:

- Is it time to change how the Junior Cycle programme is organised and experienced by young people?
- If so, what kind of change is desirable and possible?
- What has TUI to say about this?

## Make your views known so that teachers' perspectives inform any new development in this area:

- TUI Head Office will be framing its initial position on the ideas under consideration in October/November 2010.

- Members are advised to study the ideas presented in *Innovation and Identity: Ideas for a New Junior Cycle* carefully.
- Branches are advised to have a detailed discussion on the ideas presented in the document and provide observations to TUI Head Office.
- Members are advised to make their views known, participate in the NCCA public consultation events and fill out the questionnaire on its website; participate in branch discussion and send your views, individually or through your branch, to the TUI Education and Research Officer - [bjudge@tui.ie](mailto:bjudge@tui.ie).

**TUI's position will only be decided after lengthy consultation and agreement with members.**

See [www.ncca.ie](http://www.ncca.ie) and [www.tui.ie](http://www.tui.ie) for more details.



# AONTAS – Star Awards

The STAR Awards (Showcasing Teamwork, Awarding Recognition) are an awards initiative coordinated by AONTAS as part of the fifth Adult Learners' Festival to acknowledge the fantastic work undertaken by adult learning projects throughout Ireland. The awards celebrate the positive contribution that these projects make to our society, our economy and our local communities. In the current climate it's even more important that we continue to showcase the value of the sector in responding to the needs of individuals, communities, society and the economy. Fourteen awards in total will be granted to adult learning projects based within the island of Ireland. For the purpose of the awards, AONTAS



understands adult learning to be 'all forms of learning undertaken by adults after having left initial education and training' (Communication from the European Commission: Adult Learning: It Is Never Too Late To Learn, COM (2006) 614 final, 23.10.2006).

The STAR Awards are about recognizing and celebrating the invaluable work undertaken by adult learning initiatives in our communities. Deadline for receipt of nominations in Friday, 26 November 2010. Nominate online at [www.adultlearnersfestival.com](http://www.adultlearnersfestival.com)



**Monthly draw results** (Join this confined members' draw for as little as €5 a month)

**AUGUST** 1. €1500 - Ciaran Flynn Co Meath, 2. €1000 – Pat Conway Co Cork, 3. €500 - Edward Daly Co Dublin

**JULY** 1. €1500 - Anonymous Co Wicklow, 2. €1000 - Anthony Germaine Co Dublin, 3. €500 - Carmel Brennan Co Galway

**JUNE** 1. €1500 - Gerard McNulty Galway, 2. €1000 - Brian Doolan Dublin, 3. €500 - John Feeley Dublin

**MAY** 1. €1500 - John Boyle Co Wicklow, 2. €1000 - Sean Kennedy Co Limerick, 3. €500 - Joe McDermott Dublin

### Loans newsflash

The uptake of the 5.99% APR loan which was launched at TUI Congress in Ennis this year was very well received by the members. The board decided to make the same promotional low interest rate offer available to members for the first two months of the new school year. **This very low interest rate offer ends on 31st October.** So hurry up and get your application in before that date.

We will revert to our standard rate after that date which is still an extremely low interest rate of 7.59% APR.

### TUI Credit Union Representative visits

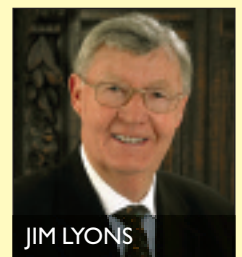
A representative of the Credit Union will visit Schools/Colleges/Institutions around the country during the year, promoting your Credit Union and answering your queries.

If your Branch would like a representative to attend your AGM or any Branch meeting please let our office know.

For any information please visit our website [www.tuicu.ie](http://www.tuicu.ie)

## Schools in Changing Times

This publication by Jim Lyons is a comprehensive overview of the many changes that have taken place in recent years in Irish education which have had major implications for teachers in our schools.



JIM LYONS

Jim is the former CEO of Co Clare VEC and has a wealth of experience, as Teacher, Principal and CEO.

This is a unique publication in its practical, yet inspirational messages to principals and teachers.

Everybody involved in the education process will learn much from the sensitive approach and practical suggestions provided in this book.

TUI President, Bernie Ruane has endorsed the publication:



*"The experience of many years of commitment and best practice shines through. The crucial importance of the work that teachers do, is highlighted in several chapters."*

# Exam Howlers

Name six animals which live specifically in the Arctic.

Two polar bears  
~~Three~~ Four seals

The race of people known as Malays come from which country?

Malaria

What is a fibula?

A little lie

What is the highest frequency noise that a human can register?

Mariah Carey.

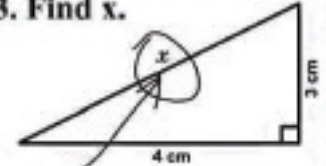


Transparency Worksheet 23  
Hard and Soft Water

1. Briefly explain what hard water is.

ice

3. Find x.



Here it is

What is the meaning of the word 'varicose'?

Close by

What did Mahatma Gandhi and Genghis Khan have in common?

Unusual names

Name one of the early Romans' greatest achievements.

Learning to speak Latin.



**The European Commission has launched Scientix ([www.scientix.eu](http://www.scientix.eu)), a new web portal targeted towards teachers, researchers, policy makers, local actors, parents and anyone interested in science education. Scientix gives access to teaching materials, research results and policy documents from European science education projects financed by the European Union and by various national initiatives.**

Scientix is not only a website! Several events and workshops will be organised in the next three years. The main event will be the Scientix conference May 6 - 8, 2011, which will promote networking among the science and education community and provide feedback on the services offered online. A monthly newsletter will also be sent out to provide information about updates on the portal.

For more details contact:  
Monica Menapace, Scientix project officer  
Directorate General Research  
[monica.menapace@ec.europa.eu](mailto:monica.menapace@ec.europa.eu)



## Special Childcare Rates to Public Servants

South Dublin County Council crèche places are now available to all public servants

## High Quality Childcare at very attractive prices

- Purpose built modern facilities
- Qualified Nursing and teaching staff
  - Registered with the NCNA
  - Notified to the Health Board
- Selected for Siolta Excellence in Childcare Award
  - Registered for ECCE Scheme
- Private rear play areas with all weather surfaces
- Ample private customer car parking

Clondalkin  
E: [thalpin@fonthilldaycare.ie](mailto:thalpin@fonthilldaycare.ie)  
T: 01 4149283  
M: 0861620540

Tallaght  
E: [slovett@fonthilldaycare.ie](mailto:slovett@fonthilldaycare.ie)  
T: 01 4149053  
M: 0861616987

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

# 2010 Third World Fund

The Third World Fund for 2010 will have at its disposal an amount in excess of €13,500. The fund is used to aid developmental, education and trade union projects in underdeveloped countries.

If you have a project which you would like supported with money from the Fund, please make a written submission to Hilary O'Byrne, Administrative Officer, before 10th November 2010 outlining details of the project - hobyarne@tui.ie. Applications for moneys from the Third World Fund are only considered at the November meeting of the Finance Sub-Committee each year.

Last year a total of 17 projects received a contribution from the Third World Fund.



DONGON PEOPLE OF MALI PROJECT FUNDED IN 2009

Examples of some of the of projects contributed to were:

- "Fields for Life" – a charity in East Africa to build and equip a school in Kitandew, Uganda
- Old MacDonald Farm in Lusaka, Zambia which caters for 28 young boys and teenagers who had lived on the streets of Lusaka
- Caritas Agadir, Morocco for projects to assist the poor and under privileged in Agadir area.

Each of the funded projects received in the region of €900 each. While the amount for each project is small, the feedback we get from the various recipients indicates that your funding of these projects makes a significant impact and is greatly appreciated. There is also the added bonus that the money goes directly to the projects concerned.

## TUI warns that education must be seen as investment, not expense

At an open forum on transformation in education hosted in Trinity College by Intel in July, TUI President Bernie Ruane warned that change will only take when education is seen "as an investment and not an expense."

It is only through discussion, research and, most importantly of all, consultation with the education partners that we can hope to arrive at the answers which will bring about effective change, she affirmed

"There is a tendency when talking about educational change to over-emphasise the importance of science and maths to the detriment of other disciplines. A more balanced cross curricular approach is required. We must not make the mistake of confusing a sound education with narrow skill-based training and instruction. The artistic world also has a whole suite of skills needed by learners to develop their potential," she said.

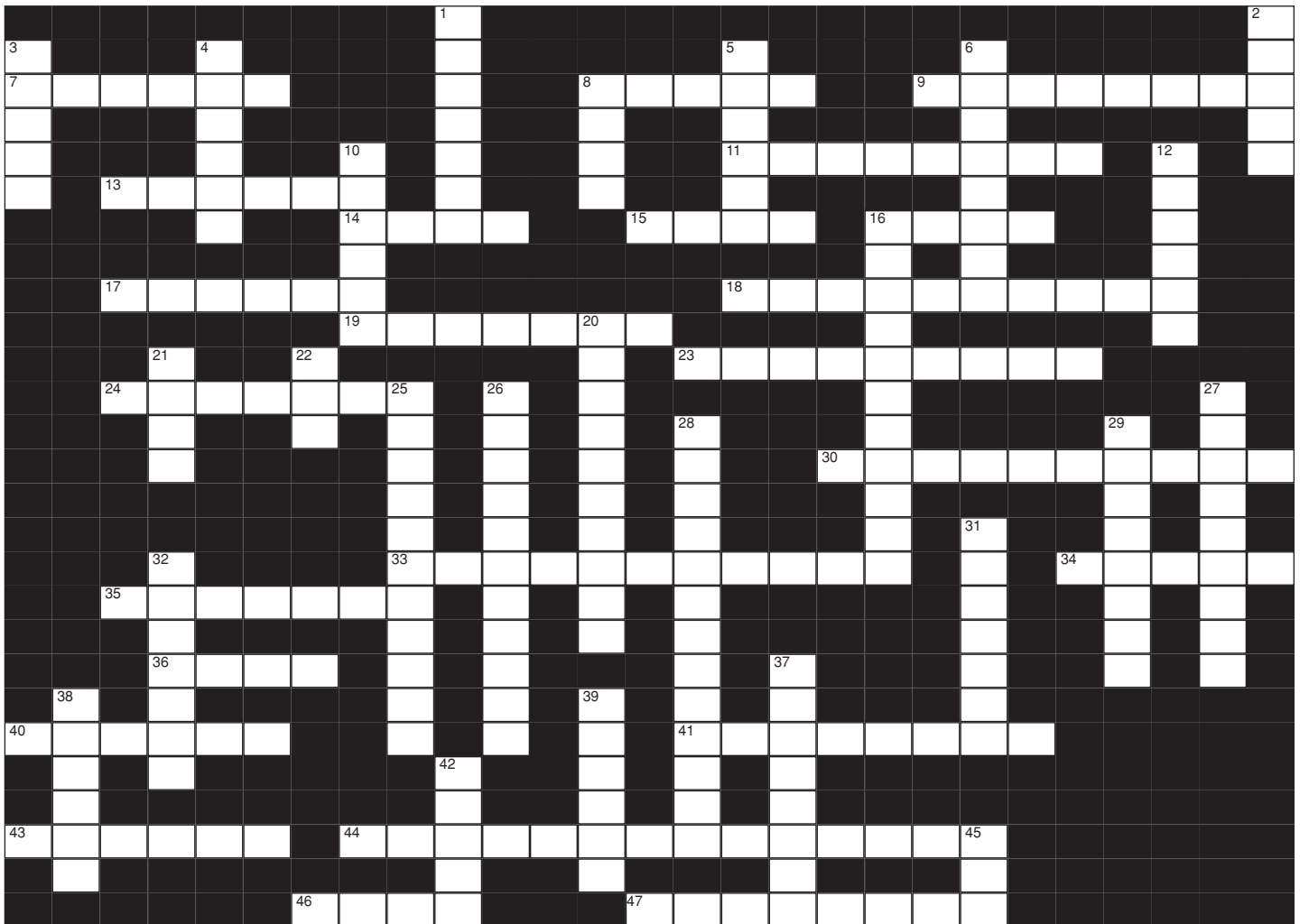
For a smart economy, education needs to deliver critical thinkers, analytical thinkers, information processors and most of all learners who have an ability to work with others. Subjects which spark creativity and debate must be delivered in conjunction with sciences and maths and must not be given lesser importance; this could lead to education becoming just a mere list of skills acquisitions rather than a trigger to engage the thought processes which will bring about the spirit of entrepreneurship and creativity necessary to address the current economic crisis.

Ms Ruane described Project Maths as "one of the most exciting changes in recent times" but warned that economic restraints must not hinder its rollout. Not using Information and Communications Technology (ICT) when teaching maths and science is not

because of an unwillingness on teachers' part, but because of a severe lack of funds to procure facilities required to use ICT in all of their classes, she said.

"The education debate must not be driven by the neo-liberal agenda but by the ideology of fulfilling the needs of society as a whole. TUI believes that access to education at all levels is a right which should be available to all learners whatever their socio-economic background. Educational changes which would lead to transforming our economic situation can only be aspirational if the resources are not put in place. TUI as a union welcomes this debate on education today. We want to see transformation in our education system. We would welcome an increased uptake in science and maths. TUI must however caution that change can only take place when education is seen as an investment rather than an expense."

**€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 Oct 10, TUI,

73 Orwell Rd, Rathgar, Dublin 6

Closing date for entries:

November 1st, 2010

**ACROSS**

- 7 Trade unionist, "Big Jim" (6)  
 8 Breffni county (5)  
 9 20th US president, cartoon cat (8)  
 11 Rebuke (8)  
 13 French cake (6)  
 14 Poker stake (4)

- 15 500 sheets (4)  
 16 Psychic cephalopod (4)  
 17 Nun's headdress (6)  
 18 Composer or performer of Occitan lyrical poetry (10)  
 19 Plant with edible stalks (7)  
 23 Ireland's oldest distillery (9)  
 24 Venice barge (7)  
 30 Dublin author, wrote a famous book about 32 down (10)  
 33 Irish songwriter, Are Ye Right There Michael? (11)  
 34 Captain of The Bounty (5)  
 35 Gruesome, ghastly (7)  
 36 Sharpen (4)  
 40 Second largest lough in Ireland (6)  
 41 Close examination (8)  
 43 Al fresco meal (6)  
 44 2010 Irish Grand National winner (14)  
 46 Ballad of Reading \_\_\_\_\_ (Oscar Wilde) (4)  
 47 Tepid or indifferent (8)

**DOWN**

- 1 Omen (7)  
 2 Formal check of financial records (5)  
 3 Patron saint of television (5)

- 4 Adam's first wife, according to Jewish folklore (6)  
 5 Paddy Clark \_\_\_\_ novel by 20 Down (6)  
 6 Roman emperor who made his horse a senator (8)  
 8 Blue-green (4)  
 10 Member of Society of Friends (6)  
 12 Commonly repeated word or phrase (6)  
 16 Footballer, Ireland, Aston Villa and Manchester United (11)  
 20 Booker prize winner, ex-TUI member (10)  
 21 Final port of Titanic (4)  
 22 Throw in curved arc (3)  
 25 Cluster of islands (11)  
 26 Winner of best actor Oscar in 2010 (11)  
 27 Clumsy (9)  
 28 Loves possessions (13)  
 29 Celtic rock band (8)  
 31 Carcass of dead animal (7)  
 32 (in folklore) corpse who rises from dead to drink the blood of the living (7)  
 37 Buy (8)  
 38 Tiled picture (6)  
 39 Tremble (6)  
 42 Bony case enclosing brain (5)  
 45 Spirit made from sugar cane (3)

# RMA News

I hope you all had a good summer. It was not a great summer but it was a lot better than last year.

We started the summer early with our AGM in Athlone, the first time we held the event in the Midlands. We were attracted by the great offer we received from the Hodson Bay Hotel. On the first night we had a wine sampling event this was with the compliments of the hotel and was much appreciated with several testings of red and white wine with cheese and grapes. We were greatly honoured by the presence of our President, Vice President and General Secretary and indeed our



FRANK MCCARTHY AND DERMOT NOLAN IN CLONMACNOISE

former General Secretary at our AGM and also for the Gala Dinner. Both the Vice President and General Secretary addressed the AGM. We also had representatives from the retired associations of the ASTI and INTO. This relationship is very important and we have built it up over the years. The business of the meeting went very smoothly and was followed by lunch and a trip to Clonmacnoise. We had a wonderful guided tour of Clonmacnoise, which brought the whole experience to a higher level of understanding and enjoyment. The event was finished off with our Gala Dinner at which our President spoke. One of the highlights of our stay was the Charlie McCarthy Lecture which on this occasion was a recital of Count John McCormack's music on gramophone with the historical background given by Noel Henry, a local expert on John McCormack and President of the Athlone Gramophone Society. The atmosphere created was like being in a Victorian parlour and Noel had the smooth voice of Tommy O'Brien, from



RMA TRIP TO CLONMACNOISE

Your Choice and Mine. Count John McCormack was born in Athlone. The Hotel was excellent and the staff could not have done more for us to enjoy our stay than they did.

I will take this opportunity to congratulate Bernie Ruane on her election as President of the TUI. For the last two years Bernie has been a member of our Committee, Vice Presidents have for many years been members of the RMA Management Committee, where she made a wonderful contribution to our deliberations and was a great link between our Committee and the Executive. We wish Bernie every success in her new role in these challenging times. We also wish Don Ryan every success on his return to school life after his magnificent performance in the role of President for the past two years. His address at Congress in Ennis was inspirational.

We don't know what is to come in the Budget in December, but whatever it is it won't be good news. If the Government introduce the changes for Pensions that they have been indicating then the future for new teachers entering the service will be nothing to look forward to. The three teacher unions are working hard together to maintain the best pension position for the future, they need our full support and that includes taking to the streets again if necessary. We as pensioners need to support our young teachers and we can do that best by following the indications of our union. Remember the impact that pensioners had on the medical card issue well this is just as important.

You will have received the information about our Autumn Break in Killarney and from the response I know that you like it. A four star hotel in a premier location offering dinner and bed and breakfast for €60 per person sharing has to be a great offer. If you have not received it you can go to the TUI website and you will find the

information and a booking form for the hotel. Thank you also for your response to our survey re other types of outings you will hear more about that soon. One I can report on immediately. Some members expressed a desire for golf, well I am pleased to tell you that you are all welcome to join the TUI Golf Club. Just contact Don Ryan on 087 2831059.

We have come to accept that in order to give a good service to our growing membership it will have to be organised on a local basis. For historic reasons we have operated on a national basis for organising our services, even though we have local Area Officers. This year I hope you will see a development where local events are organised. I was involved in a very local event recently, a newly retired teacher organised a garden lunch party for a group of similarly retired teachers on the first day of the schools reopening as a way of celebrating the event! It was a great success.

In addition, we have arranged to attend the "Great Christmas Concert" in the National Hall on Wednesday the 8th December. This is an annual event arranged by The Lassus Scholars, with the Orlando Chamber Orchestra and solo artists. The conductor of The Lassus Scholars, Ite O'Donovan, is a member of the RMA and taught in the School of Music DIT, Ite is also a member of the Board of the National Concert Hall. Ite has arranged for us to receive a discount for the event. We plan to have a meal in the restaurant at the Concert Hall prior to the concert. The cost including the meal will be €50 and we have reserved thirty seats, to reserve a seat just send me the €50 before 15th November. Seats will be reserved on a first come basis.

Hope to see you in Killarney.

*Christy Conville.*



## MEMBERSHIP APPLICATION FORM

TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRI ÉIREANN  
73 ORWELL ROAD, RATHGAR, DUBLIN 6. T: 01 492 2588 F: 01 492 2953 E: TUI@TUI.IE

### PERSONAL DETAILS

Surname \_\_\_\_\_ First Name(s) \_\_\_\_\_

Previous surname(s) (if any) \_\_\_\_\_

School / Centre / Institute (name and address / department) \_\_\_\_\_

\_\_\_\_\_

Home Address \_\_\_\_\_

\_\_\_\_\_

Date of Birth \_\_\_\_\_ Mobile Number \_\_\_\_\_

E-mail Address \_\_\_\_\_

Academic Qualifications (Full) \_\_\_\_\_ Grade (e.g. Teacher, Asst. Lecturer etc.) \_\_\_\_\_

Degree Subjects \_\_\_\_\_

Subjects Taught \_\_\_\_\_

Date of Appointment (Current Employer) \_\_\_\_\_

Are you registered with the Teaching Council? (not relevant to third level) Yes  No

Is your appointment? Permanent Wholetime/CID (full hours)

Job-share (half hours)

Less than full hours

If on less than full hours, please indicate  
the number of regular timetabled hours

### UNION MEMBERSHIP

Are you at present, or have you previously been a member of the TUI or any other Union?

Yes  No

If "Yes", please state name of Union/Branch/Place of Employment/Dates \_\_\_\_\_

\_\_\_\_\_

TUI may occasionally send general union related information via SMS or email. Please tick  
if you do not wish to be added to this database. This will not be used for commercial purposes.

### NEW MEMBERS

I hereby apply for membership of the Teachers' Union of Ireland, and, if accepted, agree to be bound  
by the Rules of the Union now in force and as may be amended.

Signature \_\_\_\_\_ Date \_\_\_\_\_

\_\_\_\_\_

- Note: 1. Once all sections of the application form are fully completed please forward it to your Branch Secretary or to Membership Section, TUI Head Office, 73 Orwell Road, Rathgar, Dublin 6. Applications received in TUI Head Office will be forwarded to the relevant Branch Secretary for Branch approval.
2. Please return a fully completed DAS form with your application form. DAS forms are available from your school/college representative, TUI Head Office or [www.tui.ie](http://www.tui.ie)

### OFFICE USE ONLY

New Member  Existing Member

Number \_\_\_\_\_ Branch \_\_\_\_\_



**DEDUCTION AT SOURCE AUTHORISATION FORM**

**TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRI ÉIREANN**  
 73 ORWELL ROAD, RATHGAR, DUBLIN 6. T: 01 492 2588 F: 01 492 2953 E:TUI@TUI.IE

**PERSONAL DETAILS**

Surname in English \_\_\_\_\_ Surname in Irish \_\_\_\_\_

Previous surname(s) (if any) \_\_\_\_\_ First Name(s) \_\_\_\_\_

Home Address \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

School / Institute (name and address) \_\_\_\_\_  
 \_\_\_\_\_

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

**EMPLOYMENT STATUS**  
 (PLEASE TICK AS APPROPRIATE)

Full Hours  Job-share

Less than full hours  If on less than full hours, please indicate the number of regular timetabled hours

**DEDUCTIONS**

Payroll Number*							
TUI Subscription	€					.	

\* Deduction at source cannot be processed without payroll number \_\_\_\_\_

**AUTHORISATION**

I hereby authorise

VEC \_\_\_\_\_ VEC

ITs \_\_\_\_\_ Institute of Technology

\*\*C & C \_\_\_\_\_ TUI to authorise the Department of Education and Science

to deduct monthly from my salary, until further notice, the Union subscription appropriate to my employment status at any time as a teacher / lecturer\*, to be paid to the TUI on my behalf.

The amount of subscription to be determined by Annual Congress.

Signature Date \_\_\_\_\_ Date \_\_\_\_\_

\* This authorises the Employer to alter my Union Subscription to the subscription appropriate to my hours.

\*\* With Effect from July 2006 the Dept. of Education and Skills is not accepting DAS forms and has requested that TUI hold the original forms on behalf of members.

**OFFICE USE ONLY**

New Member  Existing Member

Number \_\_\_\_\_ Branch \_\_\_\_\_

## Important notice regarding pensions

The Minister for Finance announced in the Budget 2010 that the pay cut imposed at that time would not reflect in retirement pensions for any teacher retiring on or before 31st December 2010. Such a teacher would retire on the salary scales applicable up to 31st December 2009.

There is a clause in the Public Service Agreement giving an extension of this period to the 31st December 2011, and the question arose as to whether or not this provision is applicable to members of unions which have not endorsed the Public Service Agreement.

It has been confirmed by the Department of Education and Skills that a Statutory Instrument has been signed by the Minister for Finance extending this provision to all public servants. Consequently, **all TUI members who are retiring up to 31st December 2011 will retire on the salary scales applicable in 2009.** The decision taken by TUI at the Special Delegate Conference on September 25th does not affect this.

Some members have also queried as to whether or not lump sums will be subject to taxation. In his Budget speech last year, Minister Lenihan said: **“I accept the Commission on Taxation’s recommendation that pension lump sums below €200,000 should not be taxed.** The treatment of sums above this level, and the tax treatment of pensions, including the consolidated 33 per cent rate of relief will be considered in the Government’s National Pensions Framework shortly to be published by the Minister for Social and Family Affairs.”

## Are your Union Membership details correct?

- **Has your union membership status changed?** eg from Part-Time to Permanent Wholetime, from Permanent Wholetime to Job-Share or have your part-time hours increased/decreased, etc.
- **Have you transferred from one employer to another?**
- **Have you just returned from a Career Break, Leave of Absence or any other form of unpaid leave?**

e.g. maternity or parental leave?

If the answer is **“yes”** to any of the above questions, please ensure that you complete a new Deduction at Source (DAS) form immediately and send it to:

Dara Blighe, Membership Secretary, TUI, 73 Orwell Road, Rathgar, Dublin 6 – dblighe@tui.ie

DAS forms are available on the TUI website – [www.tui.ie](http://www.tui.ie) They are also available from your School/College Representative, from Head Office or on page 27 of this issue of TUI News.

Please complete a new DAS form to avoid falling into arrears.

Help keep our database up to date – keep us informed!



**Teachers and lecturers can now join TUI online**

Click **Join TUI** box at top right of TUI homepage [www.tui.ie](http://www.tui.ie) and become part of a strong, effective union for teachers and lecturers.