



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

VOL.42 / NO.1

September 2019

TOGETHER

WE ARE

STRONGER

**PAY DISCRIMINATION
- TUI INDUSTRIAL
ACTION BALLOT**

September 2019

PROTECT YOUR PROFESSION
AND THE EDUCATION SYSTEM

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TUI MEMBERSHIP TODAY

First year's membership just €1

GUIDE FOR NEW TEACHERS INSIDE >>>

A Word from the President – Seamus Lahart

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Colleagues, the summer has passed too quickly and you are already back at the chalkface for the next academic year delivering a quality service in educating the nation. The best of luck to you over the coming months.

Pay discrimination – let's deliver a strong message in upcoming ballot

At Congress 2019, delegates decided to ballot all members in September to refresh our mandate for industrial action – up to and including strike action – should the Government fail or refuse to address conclusively the outstanding issues of pay discrimination. Ballot papers will issue in the middle of September and



TUI PRESIDENT, SEAMUS LAHART

it is vital that every TUI member votes to deliver a strong message to Government that this issue must finally be resolved.



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What needs to be achieved?

TUI continues to demand real steps to eliminate pay discrimination, to make permanent whole-time posts available from the outset, to deal with bureaucratic workload issues and to restore middle management posts of responsibility to their pre-austerity levels.

Junior Cycle and Senior Cycle

The new Junior Cycle programme continues to be implemented and TUI at a national level continues to meet with the Department's officials to deal with arising issues. We are seeking the completion of the long-promised longitudinal study on the effectiveness of the new programme so that we can see the outcomes resulting from its implementation. We are well represented at NCCA with up to 65 TUI members active on course development committees, Junior and Senior Cycle boards and NCCA council.

Senior Cycle review is also underway and TUI has already made clear its 'red line' issues. More detail is separately provided in this issue of TUI News. The NCCA has asked for submissions from all interested parties by **November 1st 2019** and I urge all teachers to engage with that process to make the voice of the profession heard. Of course, the Union will continue to engage proactively to ensure that the quality of Senior Cycle provision is maintained and the transfer of further workload to the teacher is prevented.

Bullying and its consequences

We are all acutely aware of the devastating effects and potentially tragic consequences of bullying amongst our student body. Unfortunately, bullying behaviour and the implementation of effective bullying prevention policies continue to be a challenge for teachers and school management. It is a challenge that we must do everything we can to meet. I know that all TUI members will continue to watch out for signs of such behaviour and will continue to be a point of contact and refuge for young people who are victims of such behaviour. It is vital that all teachers are active in monitoring and working with an effective bullying prevention policy for students in all of our centres.

Technological Universities

The process of establishing Technological Universities continues. Following on from the establishment of TU Dublin, the Union continues to engage with both of the southern consortia. TUI acknowledges and commends the work of our local negotiating teams in all of these ongoing developments. We will continue to raise outstanding issues at national level with the DES and the THEA.

Generation Apprenticeship

I would like to draw your attention to the Generation Apprenticeship schools' competition, which aims to raise awareness and help students visualise how they can combine future careers through apprenticeship with their commitment to green values and sustainable futures. This excellent

initiative is endorsed by TUI. See p.31 for full details.

Teacher Unity

Annual Congress instructed the Union to pursue a closer working alliance with our sister teacher unions. We have recently witnessed the difficulties that two separate unions pursuing a different strategy has caused, and the obvious response to ensure that this is not repeated is that we cooperate and work together. On your behalf, I continue to express that view to the President and General Secretary of ASTI and to the Irish Congress of Trade Unions. To be clear, we are ready and willing to engage in talks on closer co-operation at any time. Trade unionism is most effective when we work together. The hint is in the name.

Strength of the TUI voice

TUI is our Union. We speak with one strong voice for the benefit of all teachers. We act as one to defend the terms and conditions of the individual and we negotiate for the teaching and lecturing profession as a whole. The larger and more widespread our membership, the more authoritative our voice. Please ask your colleagues to join TUI – don't assume that somebody else has already done so. Take a few moments today to ask new entrants to the profession and those who have not yet joined the Union to become a member of TUI in order to grow our presence and give them a strong and meaningful voice.

I wish you well for the year ahead.



Campaign to end pay discrimination – upcoming ballot to renew industrial action mandate

At Annual Congress 2019, the TUI reiterated its unwavering commitment to prosecuting the campaign for pay equality to a fair and sustainable conclusion. Since the egregious, discriminatory cuts were made that put the starting salary of a new entrant to teaching in 2012 almost 30% behind the starting salary of a colleague appointed in 2010, the TUI has campaigned to eliminate the differential and to re-establish both the principle and practice of equal pay for equal work.

In 2013, under the HRA, we narrowed the gap when we won important adjustments to the new entrant scale and secured a reversal of the (10%) cut in the value of the qualifications allowances for those who entered the profession in the period from 1st January 2011 to 31st January 2012.

In September 2016, we secured a significant advance when we negotiated the incorporation of the value of the honours primary degree allowance into the new entrant scale. We further narrowed the gap.

In 2018, as a result of the pressure applied by the TUI and the other teacher unions, agreement was secured that the 4th and 8th points of the public service new entrant scales, including the teachers' scale, would be removed. For new entrant teachers, this again narrowed the gap and, significantly, brought the scale back to 25 points.

However, there is still a gap that we must close, still an unacceptable discrimination to be eliminated. This gap and discrimination disproportionately affects teachers.

Mandate for industrial action

In September 2017, you, the members of TUI, in solidarity with your new entrant colleagues and in order to protect the integrity of our profession, gave the TUI a mandate for industrial action, up to and including strike action, as part of our campaign for pay equality. Two years on, that mandate now needs to be refreshed.

Ballot for renewal of mandate

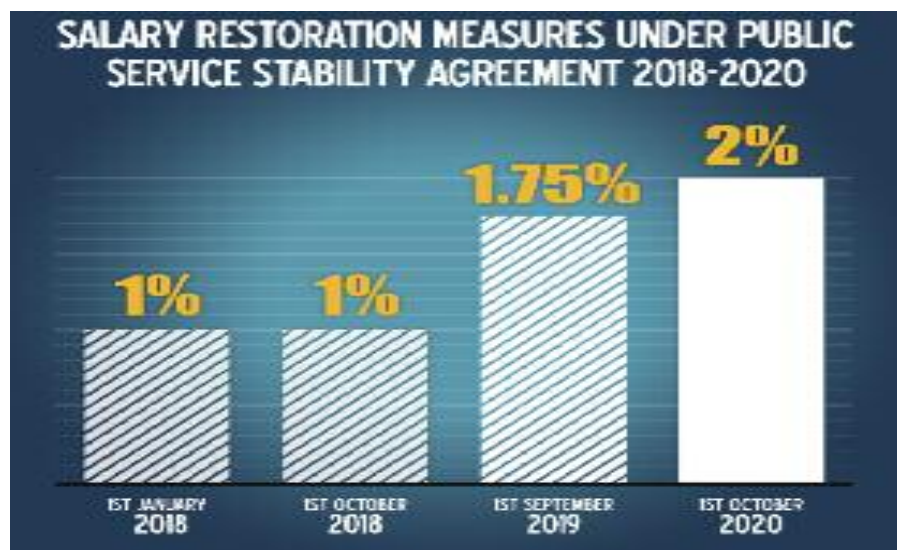
Therefore, in late September/early October, by way of a ballot of members, you will be asked to renew that mandate. The Executive Committee will be recommending that you vote "YES".

It truly is a moral imperative that we, as educators and trade unionists, defend our profession and support our colleagues and friends who ask for no more than justice and equity.

Salary restoration for TUI members from 1st September 2019

Under the terms of the Public Service Stability Agreement 2018–2020, which TUI members are deemed 'covered' by, whole-time annual basic scale salaries are increased by 1.75% with effect from 1st September 2019.

There is one remaining increase of 2% due under the terms of this agreement on 1st October 2020.



Salary restoration measures under Public Service Stability Agreement 2018-2020

- 1% on 1st January 2018
- 1% on 1st October 2018
- 1.75% on 1st September 2019
- 2% on 1st October 2020

Also on 1st October 2020, the value of allowances (e.g. Hons Degree Allowance, API/APII allowances, long service allowance etc) will be increased by 5%, bringing them back to their original pre-cut value.

See www.tui.ie for all up-to-date salary scales.

Standardised School Year 2019/2020

October 2019 mid-term break

Schools will close from Monday 28th October 2019 to Friday 1st November 2019, inclusive.

Christmas 2019

Schools will close on Friday 20th December 2019, which will be the final day of the school term. Schools will re-open on Monday 6th January 2020.

February 2020 mid-term break

Schools will close from Monday 17th February 2020 to Friday 21st February 2020, inclusive.

Easter 2020

Schools will close on Friday 3rd April 2020, which will be the final day of the school term. Schools will re-open on Monday 20th April 2020.

See *Circular Letter 9/2017* – available on the TUI website – for more details.

Building a better future through educational justice – key TUI motion unanimously passed at ICTU Biennial Conference

A TUI motion calling for a better future for all through educational justice was unanimously passed at the ICTU's Biennial Delegate Conference in Dublin in July. Speaking to the motion, TUI President Seamus Lahart emphasised the transformative potential of a high-quality public education system informed by principles of justice and equity.

The motion mandates the ICTU to campaign to ensure both preservation of the education system as a public good and to secure appropriate public investment in education that sustains and enhances the quality of service at all levels, for all learners.

Throughout the three day conference, TUI delegates contributed to the debate from

the podium on a wide range of issues including the promotion of trade unions to young people, the mental health of workers, the protection of education workers from social media abuse, third level underfunding, the scandal of pay discrimination inflicted on those employed since 2011, apprenticeship and climate change action.



PART OF TUI DELEGATION AT ICTU'S BDC: JOHN MACGABHANN, ANN MULCAHY, BERNIE RUANE, JOHN O' REILLY, MIKE LYONS, ANNETTE DOLAN



AIDAN KENNY, TUI PRESIDENT SEAMUS LAHART, TUI VICE PRESIDENT MARTIN MARJORAM, LIZ FARRELL

TUI professional development course in trade union practice

TUI will soon be in a position to offer a professional development course in trade union practice to its members. It is anticipated that the course will be delivered through both face-to-face and online learning. The Union aims to offer a high standard of training to members which will enable them to understand how a trade union works while achieving a recognised qualification.

TUI has built an alliance with the Trade Union Education Centre, situated in Glasgow College, Scotland, which provides training throughout Scotland for union representatives.

Work has been ongoing on the development of the content of the course over the past year, and it is hoped to begin the training with the first cohort in the near future. Seamus Lahart, President of TUI, is pictured with Mr Paul Little, President and CEO of Glasgow College signing a memorandum of understanding which underpins this new cooperation between TUI and Glasgow College.



Institute News – update on the Technological University projects

Technological University of the South East

Following agreement on the terms for consultation, engagement and facilitated resources, the Union has engaged in extensive discussions with management from the Institute of Technology Carlow and the Waterford Institute of Technology regarding the Technological University for the South East of Ireland (TUSEI) project. Members in the two respective branches mandated the Union's participation in the process through local ballots. The two branches consulted regularly with members to identify key items for inclusion in the negotiation process. The main focus of the negotiations was to agree a Memorandum of Understanding (MoU) which set out the agreed negotiation items for each phase of the project pre-designation to post designation. During the negotiations, key 'red line' issues were presented in detail and processes for local resolution of branch-specific issues were identified.

With the assistance of the Workplace Relations Commission, an agreed MoU eventually emerged in late June 2019. It was noted at the time that the seamless alignment of the significant structural differences in terms of academic operations and practice in the two institutes was not achievable in the pre-designation phase. However, processes were incorporated in

the proposal which enabled negotiations for harmonisation in difference phases of the project.

The Union position was unambiguous; once there was one employer, then there could only be one structure and one set of practices for all members. During the consultation period with members before the ballots, it was recognised that the MoU was a lengthy and somewhat complex industrial relations document and that the ballot timeframe was very short. As it transpired, the MoU did not receive the same level of support in both branches. The Union is consulting with members to identify areas of concern and a possible way forward. The Union acknowledges the commitment of both branches and continues to engage in the process.

Munster Technological University

Members in the Cork Colleges and the Institute of Technology Tralee branches mandated the Union to implement the terms of the Memorandum of Understanding (MoU) Munster Technological University (MTU), agreed with the two institutes in Cork and Tralee. The Union's Standing Orders for Inter-branch Negotiation/engagement Technological University Committee (INTUC) have been implemented by the


two branches. The branches scheduled regular meetings and held consultation meetings with members regarding the MoU.

However, the two branches became concerned by the two institutes' lack of engagement in the process. Eventually, the two branches requested the Union to refer the lack of meaningful engagement and failure to adhere to the terms of the MoU to the Workplace Relations Commission (WRC). During the WRC Conciliation meeting held in April, the two institutes proposed a local process which they suggested may achieve the MoU Phase 2 items within the agreed timeline.

While the two branches participated in this local process, the result was not satisfactory. The members in each branch rejected the Phase 2 proposal outcome and passed motions to hold a public protest when the international panel visited the institutes. The two branches consider the institutes to have breached the agreed timeline in the MoU and to have failed to implement the agreed terms. The branches have requested the Union to refer the breaches to the WRC Conciliation services. Pending the outcome of the WRC Conciliation hearing, the branches will continue to fulfil the terms of the agreed MoU and to engage with the institutes regarding the MTU project.

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*Source: Cornmarket 2019, based on starting ages of Cornmarket AVC Members who set up a regular premium AVC across seven AVC schemes in 2018. **The minimum premium per month is €50 when tax relief is applied. This averages at a cost of €0.98 per day to those currently paying income tax at 40%. If you are paying income tax at 20%, the average cost per day is €1.31. Subject to Revenue retirement limits. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies. Irish Life Assurance plc. is regulated by the Central Bank of Ireland. Aviva Life & Pensions Ireland Designated Activity Company, trading as Aviva Life & Pensions Ireland and Friends First, is regulated by the Central Bank of Ireland. Telephone calls may be recorded for quality control and training purposes.

Have we your correct membership details?

- 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 either 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 for members in the ETB sector

or Janet Anderson, Membership Secretary, TUI, 73 Orwell Road, Rathgar, Dublin 6 - janderson@tui.ie for members in the Community & Comprehensive and IT sectors.

The DAS form is available on p.33 of this magazine and also on the TUI website – www.tui.ie. The form is also available from your School/ College/ Workplace Representative and from Head Office.

You can also update your status and/or hours by using your membership card to log onto tuiservices.ie or by updating your profile on the TUI Members’ App - free to download from the Google Play Store and the App Store.

Subscription rate

The Department of Education and Skills decided that with effect from 1st January 2019, it would only process subscriptions that are expressed as a percentage of salary. Therefore, TUI Annual Congress 2018 agreed to the following rule change which took effect from 1st January 2019.

Rule 90 states:

Each full member, associate member and retired member of the Union shall pay an annual subscription as decided by Congress.

From 1st January 2019, this rate shall be 0.8% of gross annual salary inclusive of any and all allowances paid. The maximum annual subscription paid will be capped and shall not exceed 1% of the third point of the Common Basic Scale (pre-2011), rounded to the nearest euro.

In the event of a change in the Common Basic Scale, the resultant change in the maximum annual subscription will apply from 1st January of the following calendar year.

The only exception to this shall be new members in their first year of teaching who are on the revised Common Basic Scale for New Entrants, who shall pay a nominal fee of €1 for their first year’s subscription.

TUI’s Global Development Fund

The TUI’s Global Development Fund was established with the distinct purpose of assisting educational, developmental and trade union projects in developing countries as approved by the Executive Committee from time to time.

€0.95 of each full member’s subscription is allocated to the fund.

Applications for donations from the TUI’s Global Development Fund are considered once a year at the November or December meeting of the Finance Sub-Committee and notification regarding successful applications is posted shortly afterwards. This year the TUI’s Global Development Fund will have over €20,000 at its disposal.

If you wish to apply for monetary support from the fund for a project you are involved in or support, please make a written submission to Nadia Johnston, Administrative Officer, via email to njohnston@tui.ie. Due to the large number of applications received, a member may submit only one application. Applications must be submitted by 5.00 p.m. on 15th November 2019 and should outline brief details of the project.

Last year a total of 13 projects received a contribution from the TUI’s Global Development Fund including:

- Hope Foundation (provision of education in Calcutta)
- Kate Lynch Scholarship Fund (provision of education in Tanzania)

- HIRN Palestine (provision of equipment and furniture to schools in Palestine).

While the amount donated to each project is modest, the feedback we receive from the various recipients indicates that your funding of these projects has a significant impact and is greatly appreciated. Of course, there is an added advantage in that the money donated from the TUI Global Development Fund goes directly to the projects concerned.

TUI’s Global Development Fund can make a real difference to worthy causes at ground level and members are encouraged to nominate a chosen project before the closing date.

Teachers' Wellbeing – a note from the Teaching Council

Many workplaces are placing employees' wellbeing and mental health at the top of their agendas. Schools are no different. We spend a good portion of our day working, and a happy and healthy staff is in everyone's best interest. Teachers play a vital role in supporting their students' wellbeing and helping them reach their potential, so it is important for teachers to prioritise their own well health and wellbeing and to take care of themselves.

With this in mind, the Teaching Council has been promoting teachers' wellbeing in a number of ways, through FÉILTE, webinars, ezines, and working with the Wellbeing for Teachers and Learners' Group. The Council is now delighted to launch a communications campaign on teachers' wellbeing called 'Take Care of You/ Tabhair Aire Duit Féin'. This campaign is in collaboration with the Department of Education and Skills, teaching unions (TUI, INTO and ASTI) and school management bodies (ETBI, JMB, CPSMA and ACCS).

As part of this campaign, all registered teachers recently received an email on teachers' wellbeing which included teacher testimonials on wellbeing, recordings from the Wellbeing for Teachers and Learners conference and links to the 'Take Care of You/ Tabhair Aire Duit Féin' page on the Teaching Council website. This page lists a number of services which offer support to teachers across different areas of their lives – personal, professional and financial. Go to www.teachingcouncil.ie for more information.

A bilingual poster highlighting teachers' wellbeing is also being circulated to all schools this month so you should find this in your staffroom.



A reminder of some

At the start of a new academic year, members are reminded of some key TUI directives which protect conditions of service and standards of education.

It is vitally important that all members of the TUI adhere strictly to the terms of directives. This means that the relevant maxima set out must not be exceeded.

A directive is binding and removes discretion from members. Members, whatever their position in a school/centre, must adhere to it. This serves also to prevent the personalisation of issues. A directive is not open to local interpretation or re-negotiation and cannot be set aside or varied. Its implementation must not be delayed.

If a difficulty or disagreement arises in relation to interpretation or implementation of any directive of the TUI or if local management seeks to frustrate or prevent its implementation, the matter should immediately be reported to the Workplace Committee, the Branch, the Area Representative and the assigned TUI official.

Please note that the list below is not exhaustive.

CLASS CONTACT DIRECTIVE

The maximum class contact hours are protected by a long-standing TUI directive. That directive was adjusted to take account of the collective agreement in respect of Junior Cycle.

The agreement reached in September 2015 between the TUI and the Department of Education and Skills in regard to Junior Cycle, included the provision of 40 minutes of "professional time" per week (related exclusively to Junior Cycle).

Class Contact Directive for teachers with an Involvement in Junior Cycle

- (a) **Teachers who have an involvement in Junior Cycle and who do not hold the post of Principal Teacher, Deputy Principal Teacher or Assistant Principal I** must work their weekly timetabled class contact hours up to but not exceeding 21 hours, 20 minutes. In addition, such teachers have an entitlement and commitment to 40 minutes per week of Professional Time related to Junior Cycle.
- (b) **Principal Teachers, Deputy-Principal Teachers and those teachers with an Assistant Principal I post of responsibility, who have an involvement in Junior Cycle**, must work their weekly timetabled class contact hours up to but not in excess of the number appropriate to their posts, namely

School Size in WTEs	Principal	Deputy Assistant	Assistant Principal I
1 - 3	17h, 20m	21h, 20m	17h, 20m
4 - 6	12h, 20m	17h, 20m	17h, 20m
7 - 11	7h, 20m	12h, 20m	17h, 20m
11+	4h, 20m	7h, 20m	17h, 20m

In addition, such teachers have an entitlement and commitment to 40 minutes per week of Professional Time related to Junior Cycle.

- (c) **Teachers who hold the post of Programme Co-ordinator and who have an involvement in Junior Cycle** must work their weekly timetabled class contact hours up to but not in excess of the number appropriate to their posts, as set out in the relevant Department of Education Circulars, minus the 40 minutes per week of Professional Time related to Junior Cycle. In addition, such teachers have an entitlement and commitment to 40 minutes per week of Professional Time related to Junior Cycle.

Class Contact Directive for teachers without an Involvement in Junior Cycle

Teachers who do not have an involvement in Junior Cycle and who do not hold the post of Principal Teacher, Deputy Principal Teacher or Assistant Principal I must work their timetabled hours up to but not exceeding **22 hours**.

Principal Teachers, Deputy-Principal Teachers and Assistant Principal I Teachers who do not have an involvement in Junior Cycle must work their timetabled hours up to but not in excess of the number appropriate to their posts, namely:

School Size in WTEs	Principal	Deputy-Principal	Assistant Principal I
1 - 3	18	22	18
4 - 6	13	18	18
7 - 11	8	13	18
11+	5	8	18

Teachers who hold the post of **Programme Co-ordinator** must work their weekly timetabled class contact hours up to but not in excess of the number appropriate to their posts as set in the relevant Department of Education Circulars.

the key TUI directives

CLASS SIZE DIRECTIVE

1. Practical Classes - provided the classrooms are equipped for the number of students involved:

• Art and Technical Graphics, DCG	(20 recommended)	24 (max)
• Home Economics	(16 recommended)	20 (max)
• Materials Technology Wood & Metal, Engineering, Construction Studies	(20 recommended)	24 (max)
• Computers/ICT		24 (max)
• Science & all Science subjects at Leaving Cert level		24 (max)

2. General Subjects Classes not covered by the above

• Learning Support		30 (max)
• Physical Education	(24 recommended)	30 (max)

POSTS OF RESPONSIBILITY DIRECTIVE

The context for this directive is the correct implementation of CL 03/2018 which includes a requirement that the agreed duties of a post of responsibility should be commensurate with the level of that Post – that is Assistant Principal I (formerly Assistant Principal) or Assistant Principal II (formerly Special Duties Teacher).

Where a post of responsibility (POR) is vacant, or roles and responsibilities as per the agreed schedule of posts arise for any reason or the unmet needs of the school as listed by agreement are to be carried out by any staff member, then:

- The post/roles/responsibilities/unmet needs should only be carried out by the appointment of a teacher to a POR in accordance with the normal appointment procedure and the approved allocation of PORs to the school as per CL 003/2018
- A teacher who is not in receipt of the appropriate POR allowance in accordance with normal procedure as per 003/2018 and who is not afforded the time remission appropriate to the post should not carry out the roles and responsibilities as per the schedule of posts nor the unmet needs of the school as published.

Roles and responsibilities as per the schedule of posts or agreed unmet needs will not be carried out by:

- An unpromoted teacher or Assistant Principal II (APII) in receipt of a timetable remission granted to carry out any listed functions
- An unpromoted teacher in receipt of a timetable remission to carry out roles and responsibilities that should be carried out by an API or APII
- Any teacher carrying out roles and responsibilities as per the schedule of posts or agreed needs who does not hold a recognised post of responsibility or is in receipt of payment other than the appropriate payment for the post.

All members, including principal teachers, deputy principals, post-holders and teachers are directed not to engage in or facilitate or organise any breach of this directive.

Buying an electric or hybrid car?

TUI Credit Union has the car loan for you.



Think Green
eCar Loan

5.37%
(5.5% APR)

Warning: If you do not meet the repayments on your loan, your account will go into arrears. This may affect your credit rating, which may limit your ability to access credit in the future. The cost of your monthly repayments may increase. Loans are subject to approval. Terms and conditions apply. Teachers' Union of Ireland Credit Union is regulated by the Central Bank of Ireland.

The sale of electric and hybrid cars is on the rise as Irish consumers become increasingly concerned with the environmental impact of emissions. According to the latest statistics from the Society of the Irish Motor Industry (SIMI), more electric cars have been registered in the first three months of this year than the whole of 2018. The SIMI figures show that 1,437 were registered here by the end of March, compared with 1,233 over the 12 months of 2018.

Generally, electric cars and hybrids are more expensive to buy (although this can be off-set by the fuel savings). So, it's important that these consumers are also not paying more than they should on their car finance. Headline rates on PCPs (Personal Contract Plans) can seem very low and appear like very attractive deals. In reality they are one of the most complex and least flexible forms of car finance. They also carry hefty balloon payments at the end of the deal. So, it is probably not the best option for someone paying for a more costly electric or hybrid car.



Mr. Paul Roche, CEO TUI Credit Union is urging these consumers to ensure they are fully informed about PCPs – and says they should consider a credit union car loan before making the final decision to enter one of these finance arrangements.

“It's very encouraging to see the consumer make a more ethical choice when it comes to car purchases. We would also urge them to make a more ethical choice when it comes to their car finance. Credit unions are the most ethical lenders in Ireland, offering

straightforward loans with very flexible terms and transparent terms and conditions. For example, there will never be any hidden charges or admin fees with our loans, nor will there be any stressful balloon payment at the end of the loan term. We will work with borrowers to ensure the loan repayments are structured in a way that best suits their financial circumstances. We are always happy to re-structure repayments if the borrower is under pressure, or alternatively, if they want to pay the loan off quicker than initially agreed. There are never any penalties for doing this.”

With PCP agreements however, the contract terms are fixed, so consumers can neither extend the term of the loan, nor increase their monthly repayments. Other limitations include sticking to an agreed mileage limit and committing to certain car services. Not to mention the fact that the consumer never actually owns the car until they pay off the balloon payment.

None of these limitations apply to a credit union car loan. Paul says; “When you opt for a credit union car loan, you own the car straight away. You can drive it as much as you want, and sell it on whenever you might need to. This is simply not an option with a PCP as you are effectively only renting the car.”

“We would really urge those opting for the electric or hybrid cars to seriously consider the benefits of a credit union car loan. They have already made the best choice for the environment, now they need to make the best choice for their personal finances. Credit unions are not-for-profit, so our main concern when we are lending is the financial wellbeing of the borrower.”

To find out more about a TUI Credit Union eCar loan, check out www.tuicu.ie call 01 4266060 or visit our office at No 8 The Exchange, Calmount Park, Ballymount, Dublin 12.

EXPLORE YOUR FINANCIAL FUTURE WITH US

The Teachers' Union of Ireland Credit Union

No 8, The Exchange, Calmount Park, Ballymount, Dublin 12, D12 W354. Tel: 01 4266060 Website www.tuicu.ie

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



www.tuicu.ie






We

would like

to hear

from YOU!

WE WILL BE CONDUCTING A SURVEY FOR MEMBERS AND NON-MEMBERS OF THE TUI CREDIT UNION

- ✓ We would like to understand your satisfaction, needs and opinions of the credit union in order to improve our facilities and services
- ✓ All entrants will be entered into a PRIZE DRAW for One4All vouchers
- ✓ Survey will launch on the 9th September 2019 - on the tuicu.ie website and social media 
- ✓ Winners will be contacted directly, and they will also be announced on the TUICU website and on social media, once the survey has closed.



iReach Insights is an independent market research agency selected by the TUI Credit Union Board of Directors to run a comprehensive survey of both Members and Non-members of the TUI Credit Union to shape future strategy and service delivery.

The following opinion editorial was originally published by the Irish Times

‘We are the critical group without whose support reforms will founder’ - Voice of teachers must not be marginalised in Senior Cycle review process

By TUI President Seamus Lahart

The Teachers’ Union of Ireland (TUI) represents second level teachers as well as teachers in further and adult education and third level lecturers. We intend to engage in a meaningful, professional way with the Senior Cycle review. However, given past experience, we believe it likely that efforts may be made to marginalise the voice of the profession. To be clear, any such efforts will fail.

No reforms without teacher support

Without doubt, the review will generate an abundance of ideas from all quarters that will range from good through whimsical to poor. This is a given, and broad, democratic engagement is greatly to be encouraged. However, it must be borne in mind that teachers are the critical group without whose support reforms will founder. It is teachers who will be asked to implement whatever changes emerge from the review. Our members care deeply about their work and are the central actors in curricular change. For the sake of students, teachers and the quality of the education system, the TUI will demand that any new model must have robust structures that retain public confidence.

We will not be ‘focus-grouped’ or otherwise sidelined. One way or another, we will be at the heart of things, and our voice must be heard.



TUI PRESIDENT SEAMUS LAHART

Quality must be safeguarded

So what are the core issues for teachers?

Our position is clear and unambiguous – state certification is the seal of quality and our members are fundamentally opposed to assessing their own students for state certification purposes. Therefore external assessment and state certification are essential.

Also essential is the provision of the requisite time, resources, infrastructure and continuing professional development (CPD). Reforms must not increase workload. The precedent of ‘professional time’, set in the reform of the Junior Cycle, is critical in this regard.

Drift to demoralising bureaucratic drudgery

In determining a viable way forward, we must learn from the successes and, perhaps more importantly, the failures in other jurisdictions. Changes to the curriculum should have value and be incremental and sustainable for both students and teachers. Reforms should not deflect from teaching and learning by adding pointless administrative burdens and importing meaningless measurements. Those who chose teaching as a profession want to be allowed to teach. They do not want to have their time wasted in the turgid exercises of ticking boxes or filling out endless rafts of forms. This demoralising drudgery is too often demanded of teachers in other jurisdictions and – regrettably – increasingly, here in Ireland also.

Damaging effects of cutbacks

It is necessary to point out that the dramatic increase in administrative workload in recent years is due in large part to cuts imposed by Government that hollowed out school management and student support structures. Ten years ago, one in every two teachers held a middle management position – roles crucial for the running of schools – in addition to teaching duties. Now, only one in four holds such a position, and everybody in the school community suffers as a result, particularly students.

It is essential that a longitudinal study of the effectiveness and impacts of the Junior Cycle reforms be carried out. This should guide the review process of Senior Cycle, ensuring that wise decisions are made. It would be reckless to embark on another series of reforms without first taking stock of the effects, whether positive or negative, of the revised Junior Cycle programme on teaching and learning. Otherwise, we may fail to recognise what has worked and we risk repeating mistakes.

National obsession with third level progression

Any reform of Senior Cycle must cater for all students and their unique talents. At present, the range of levels across all Senior Cycle programmes caters for a wide breadth of academic ability. The Leaving Certificate Applied (LCA) facilitates students who may not otherwise have remained in school while the Leaving Certificate Vocational Programme (LCVP), with its practical elements and second components, fosters key skills. Future reform must not marginalise or exclude any cohort of learners; it must be inclusive in nature.

It is worth highlighting that the excessive focus on CAO points is not a flaw of the current Senior Cycle itself. It is an unfortunate by-product of our national obsession with progression to third level, an obsession that distorts the true meaning of education and invites unfair and invalid comparisons between schools.

Department must learn from the Junior Cycle review

Finally, the Department of Education and Skills must learn from its attempt to push through Junior Cycle proposals that, in their original form, did not protect the integrity and quality of the education system. That undue haste led to a protracted period of time marked by industrial relations unease, including two days of strike action in second level schools across the country, before sense prevailed and real negotiations ensued. It will benefit all concerned if, from the off, the powers that be engage meaningfully with teachers, represented by their unions, in the process of Senior Cycle review.



Download the TUI Members' APP today

Available from Google Play and Apple App Store by searching for the keywords 'TUI members'

BENEFITS OF THE APP:

- ✓ Newsfeed
- ✓ Push notifications on national and local issues/events
- ✓ Access to a membership card
- ✓ Ability to update personal and work details
- ✓ Access to the TUI repository of documents



FREE TO DOWNLOAD

The TUI website is an important source of information for members. It contains updated news items, circular letters, agreements, TUI News back issues, press releases and a range of important information on employment and conditions of service.

TUI Guide for New Teachers

Welcome to Teaching

Welcome to the teaching profession. The Teachers' Union of Ireland (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 of vital importance for the development and nourishment of a vibrant, caring and creative society. In an increasingly complex world, you will provide the instruction, guidance and inspiration that will motivate and enable our students, of whatever age, to become active, inquiring and committed citizens.

The Teachers' Union of Ireland

The Teachers' Union of Ireland is committed to a comprehensive system of high-quality public education at all levels that is free, co-educational, non-denominational and informed by principles of equity and equality.

As a member of the TUI, you will become part of a community of more than 18,000 practicing, professional educators. You will enjoy the assistance, support and solidarity of your colleagues in the TUI. You will also have the opportunity, as an active member of the Union, directly to influence Union policy and, through the TUI, to influence national educational policy. We want you to join the TUI not simply to be a member but to be an active member, to have your say, to be heard and to shape both your Union and your workplace.

TUI - A Democratic Union

The TUI is a trade union for teachers and lecturers, dedicated to the care of members and the development of the education profession. The TUI is organised into 59 branches. On joining the TUI you will become a member of your local

branch. There are separate branches to represent members employed by Education and Training Boards, Institutes of Technology, Community and Comprehensive and other Post-Primary schools.

As a member you can express your views at school, branch and national levels, as appropriate. Please attend your workplace and branch meetings, post on the Union's Facebook page, use the TUI app, email or phone your representatives. Be heard!

School/Workplace Representatives

Each school/workplace annually elects a TUI representative and a Workplace Committee. The representative attends branch meetings and reports back to the membership in the school/workplace. The school/workplace representative also takes responsibility for distributing information and documentation from TUI Head Office.

Branches

Each branch holds at least four general meetings per year. Notice of meetings will be circulated, usually through school/workplace representatives. All members of a branch are encouraged to attend branch meetings. You will be very welcome and will be encouraged to get involved. At the Annual General Meeting, which takes place in October or November, the branch elects a Chairperson, a Secretary, a Treasurer, an Equality Officer and any other officers that the branch may require.

Branch Meetings

At branch meetings members have the opportunity to discuss issues relevant to their employment and to education nationally. The Area Representative to the

Executive Committee is normally present at branch meetings and represents the views of the branch to the Executive Committee.

Area Representatives and Executive Committee

The branches of the Union are organised into 19 Areas and members of the branches in each area elect a representative to sit on the TUI's Executive Committee. The Executive Committee manages the affairs of the Union between meetings of Congress. The Executive Committee is chaired by the President, who is elected through a ballot of the entire membership of the TUI. The Vice-President is similarly elected by the entire membership. The immediate Past President is also a member of the Executive Committee.

Officials

The work of the Union is carried out on a daily basis by full-time trade union officials, under the direction of the General Secretary. Full-time officials are assigned to Areas and Branches to provide advice, assistance and representation.

Annual Congress

The governing body of the Teachers' Union of Ireland is Annual Congress. Congress is a conference that takes place after Easter each year and is attended by representatives of each branch. Congress votes on motions submitted by branches and its decisions direct the Union.

Affiliations

The TUI is affiliated to the Irish Congress of Trade Unions (ICTU), the European Trade Union Committee for Education (ETUCE) and Education International (EI).

- Treoir do Mhúinteoirí Nua

Guide to Teaching

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

Registration with the Teaching Council

Since January 2014, teachers must be registered with the Teaching Council in order to be employed as a teacher and to be paid from State funds. Under the provisions of Section 33(1) of the Teaching Council Act, 2001, registration is valid for 12 months from the date of registration. To remain on the Register, you must renew your registration before the current period of registration expires. A reminder notice and renewal form will be sent to all registered teachers at their last notified correspondence address, approximately four weeks in advance of their renewal date. If registration is not renewed by the expiry date, a Final Notice will be issued by registered post. If registration is not renewed within thirty days of the date on the Final Notice, the teacher's name will be removed automatically from the register. The clear message is get registered and stay registered.

Who exactly is my employer?

If you work in an ETB:

- your employer is an Education and Training Board (ETB)
- your appointment is to the "scheme" which means that you may be assigned to any Vocational School or Community College within the particular ETB and may, in subsequent years, be transferred within the scheme (subject to the terms of the particular transfer agreement that is in place at the time)
- you are paid through the ETB

If you work in a Community, Comprehensive or a Voluntary Secondary School:

- your employer is the Board of Management of your school
- Community and Comprehensive (C&C) schools and Voluntary Secondary School are stand-alone employers
- teachers in C&C, Voluntary Secondary and Educate Together Post-Primary schools are paid directly by the Department of Education and Skills

Your Contract

Once appointed to any employment a contract is established, be it written or implied, which is enforceable. If you have not been offered a written contract, you should ask the TUI representative to help you get one. The type of contract you hold depends on the nature of the appointment and the source of the hours that you are assigned.

Your contract should:

- Set out the nature of your employment e.g. Permanent or Fixed-Term
- Set the duration of your employment i.e. Permanent/Indefinite or Fixed-Term
- Clarify the number of hours per week you are contracted to teach
- Give the reason for the position to which you were appointed e.g. increased allocation to the school, covering for a teacher on approved leave (name of the teacher) etc.
- Tell you whether you will be paid by the Department of Education and Skills, the school or the ETB

You should ensure you receive clear written information on the terms and conditions of your job, either in the form of a letter of appointment, a written

contract, or a written statement. Under statute, you are entitled to this information and it is important that you have it so that you fully understand the nature of your employment.

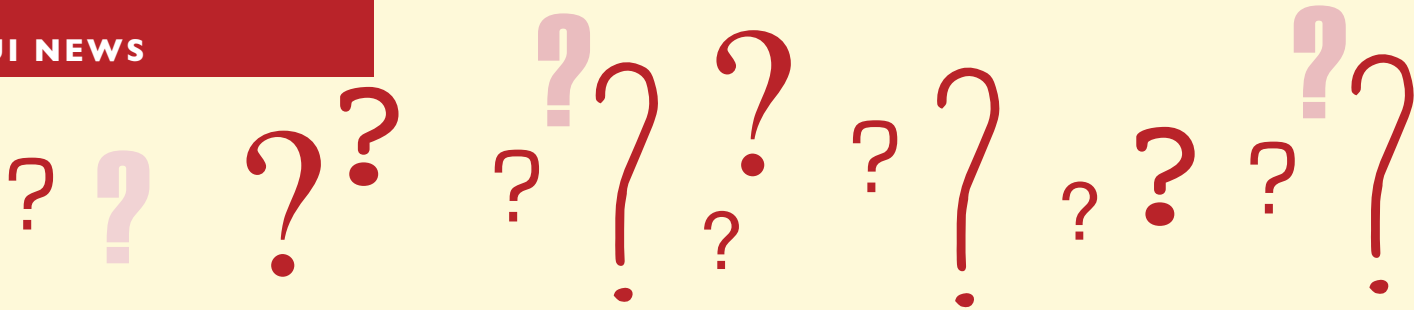
Make sure you retain all documentation related to your appointment and your employment, such as the job advertisement, letter of appointment, payslips, timetable, contracts and any other correspondence received from the employer which relates to the position. In addition, you should record all your hours worked during the school year, including any hours worked that are in addition to your contracted hours.

Permanent Whole-Time

Appointment to permanent whole-time positions follows a national advertisement of the position and a formal selection process. Appointment on a permanent whole-time basis used to be the norm and it remains open to employers to make permanent appointments ab initio. The Department of Education and Skills has issued letters to the Management Bodies to this effect (Circulars 59/16 and 49/17).

Fixed-Term

Appointment to a fixed-term position follows national advertisement and a formal selection process (as for Permanent Whole-Time). Teaching positions tend to be filled on a fixed-term basis, for one year in the first instance. To be engaged in year 2 (if the post/hours remain available) you will have to undergo a further selection process and interview. The award of a Contract of Indefinite Duration (CID) is explained in the following paragraph.



Contract of Indefinite Duration (CID)

As a result of the TUI’s campaign to secure permanency for members sooner than the law provides, a key concession was secured for teachers, whereby the qualifying period for a Contract of Indefinite Duration (CID) was reduced from four years to two years, from the start of the school year 2015/16. This means a teacher will qualify for a Contract of Indefinite Duration (CID) after a period of continuous employment in excess of two years – i.e. upon commencement of a third year of continuous employment, subject to certain conditions. This is significantly better than the statutory provision - under fixed-term worker legislation, the qualifying period is four years.

A CID is a permanent contract. It may be full-time/whole-time i.e. 22 hours or it may be part-time i.e. for fewer than 22

hours. If a teacher is teaching 16 hours fixed-term in the ‘qualifying year’ (i.e. year 2), then s/he will receive a CID for 16 hours in year 3. Further details about CIDs can be found elsewhere in this guide.

Fixed/Specific Purpose

If you are employed only to cover for the approved leave of a teacher (e.g. a teacher on maternity leave or job share) you will be contracted on a fixed/specific purpose basis. When the teacher returns from leave the hours must return to the teacher and your contract ends.

Please ask your TUI Workplace Representative, your Area Representative or contact TUI Head Office for advice before you sign anything.

What are the maximum class contact hours for a teacher?

A full-time teacher has a weekly maximum class contact time of 21 hours 20 minutes if he/she has any involvement in Junior Cycle. If he/she has no involvement in Junior Cycle, a maximum class contact time of 22 hours applies. As a result of a TUI Directive, any teacher appointed to an Assistant Principal 1 position and who has any involvement in Junior Cycle has a maximum class contact of 17 hours and 20 minutes. If he/she has no involvement in Junior Cycle, a maximum class contact time of 18 hours applies.

I’m Part-time. What does that mean?

A part-time teacher is any teacher who is contracted for less than twenty two (22) hours per week.

Pro-Rata Part-Time

If you commence employment on or before the first Monday following the mid-term break in October and you have been appointed following a formal selection process, you are entitled to be paid on a **pro-rata basis**. This means that you will be paid the appropriate proportion of the annual salary you would be on if you were full-time and you will be paid up to the 31 August. This type of part-time employment has traditionally been called regular part-time work (RPT) or pro-rata part time (PRPT).

Payment for Pro-Rata Part-Time Work

To calculate the pay you will receive divide the weekly number of hours for which you are employed by 22 and multiply by the point of the salary scale that you are on.

Entitlement to a CID

Unfortunately, in recent years, it had become the norm that newly qualified teachers (NQTs) begin their teaching careers in temporary, part-time positions, employed on fragments of jobs on an insecure basis.

The TUI prioritised this issue and campaigned vigorously to highlight the casualisation of the teaching profession with the aim of ensuring that permanent and whole-time jobs become available to new teachers to protect both the viability and the professionalism of the career.

As a direct result of TUI’s campaign, an expert group was established under the Haddington Road Agreement (HRA). The recommendations of the expert group are set out in Circular Letter 24/2015 and a teacher now qualifies for a Contract of Indefinite Duration (CID) after a period of continuous employment in excess of two years.

Hours covering for a teacher

- on career break
- on secondment
- assigned to a Home School Community Liaison (HSCL) position
- assigned to the National Behaviour Support Service (NBSS)

are now counted towards a CID and the hours of the CID will be the hours worked in the full school year prior to the issuing of the CID (i.e. the qualifying year), regardless of the source of the hours.

$$\text{Part time salary} = \frac{\text{Number of Hours contracted per week}}{22} \times \text{Your Point on the Scale}$$

For example, a whole-time teacher on point one of the salary scale for post-2011 entrants earns €36,953*. Therefore, if you are contracted for 16 hours per week:

$$\text{Portion of salary} = \frac{16}{22}$$

Your part-time salary = $16/22 \times €36,953 = €26,875$

What is casual part-time?

Some teachers are not contracted to work for an entire academic year. If a teacher is contracted after the first Monday following the October mid-term break in a given year or has an end date that occurs before the end of the academic year written into their contract, they are considered casual part-time teachers. Regular substitute teachers would also fall into this category. Such teachers are paid per hour worked rather than on a pro-rata basis.

Assuming that you are employed in an area in which you are qualified, you will receive the qualified casual hourly rate of pay. For each hour worked you will accumulate holiday pay which will be paid in each holiday period (i.e. Christmas, Easter and Summer). After 150 hours at the casual rate in one school year, you will be paid a personal non-casual hourly rate based on a pro-rata fraction of a whole-time salary for each hour over 150.

To calculate this hourly rate of pay (any hour in excess of 150), divide the point on the salary scale that you would be on, were you whole-time, by 735 (the maximum annual teaching hours of a full-time teacher in a school year):

$$\text{Personal Non-Casual Hourly Rate} = \frac{\text{Your Point on the Scale}}{735}$$

For example, a teacher who would be on point one of the post January 2011 salary

if they were whole-time, would have a personal qualified rate as follows:

$$\text{Personal non-casual hourly rate} = \frac{€36,953^*}{735} = €50.28$$

If not sufficiently qualified?

If you are employed in an area in which you are not considered sufficiently qualified, you will receive the unqualified hourly rate of pay and also accumulate holiday pay.

Contact the TUI to ensure you are receiving the correct salary.

How many teaching jobs is a school entitled to fill?

- The number of teachers employed in a school depends on the number of students attending that school. The pupil-teacher ratio is 19:1. Therefore, for every 19 students, one permanent full-time teaching position is allocated to a school. For example, a school of 380 students receives an allocation of 20 whole-time teaching posts funded by the Department of Education and Skills.
- An additional teaching allocation to take account of 'professional time' for teachers involved in the delivery of the Junior Cycle was introduced in September 2017.
- A specific allocation is also provided in respect of students with special educational needs.
- Schools also get an additional allocation for Principal, Deputy Principal and Guidance Counsellors.
- Many schools also receive an allocation of 'concessionary' teaching hours under a variety of programmes. These extra hours are granted depending on a school's individual needs.
- Some private, fee-paying schools may also pay for teaching hours directly from their own funds.

How do I get a permanent job?

Employers may make permanent appointments ab initio. This applies equally to established schools and 'greenfield' schools (i.e. new schools). In recent times, most teachers become permanent by qualifying for a Contract of Indefinite Duration (CID) after two years. The two-year qualifying period was secured for teachers following recommendations issued by an expert group established under the Haddington Road Agreement. It does not apply to other grades in the public service. Please note that under the provisions of the Fixed-Term Work Act, 2003, the 'qualifying' period for a CID, that is provided for in law, is four years.

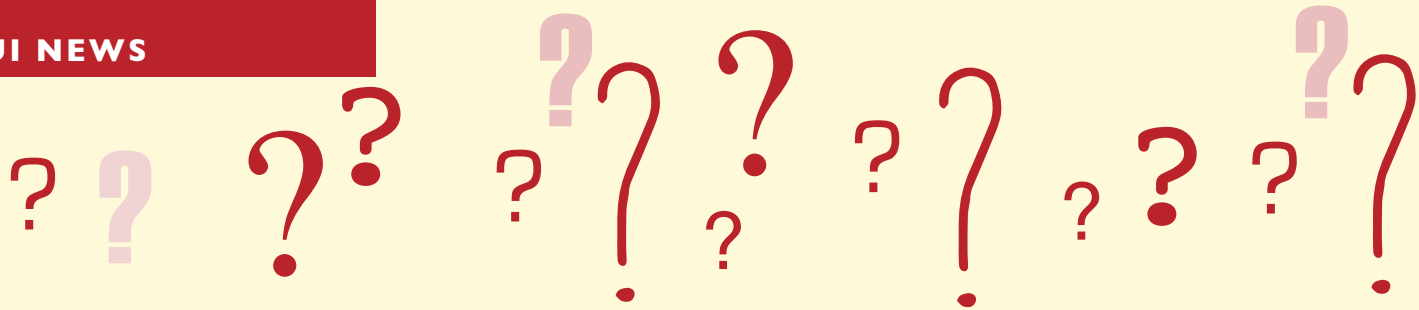
Objective Grounds

In the 'qualifying year' (i.e. usually year two), at least some of the hours you hold must be free from an 'objective ground' for not awarding a CID. 'Objective grounds' exist if the hours are of a legitimate fixed-purpose nature (i.e. covering for a teacher on maternity leave, sick leave or job share) or if there is a legitimate reason to believe that the post will not be viable in the employment (school/scheme) for at least a full school year. The contract you are offered must include a statement detailing the specific objective ground(s), if any.

Please note, if a teacher holds even one class that is free from an objective ground in her/his qualifying year, s/he will be in a position to claim a CID for all hours worked in the qualifying year.

Post automatically advertised after Year 1

Every teacher employed on a fixed-term contract with an employer will have that contract terminated at the end of year one. The position will automatically be re-advertised and a new recruitment process undertaken. Therefore, the



teacher will need to apply and interview for the position at the end of year one. If appointed for a second year (year 2), this is generally the 'qualifying year'.

If I get a CID for less than whole-time hours, how do I get more hours?

Firstly, there is an agreement that teachers who have a CID for 18 hours or more can request to move to 22 hours and that this will be honoured by the employer. To avail of this, teachers must submit a H22 form, available from TUI and/or appended to CL 11/09. If you have a CID for less than 18 hours, Circular Letter 59/16 (ETB and C&C sector) and Circular 49/2017 (Voluntary Secondary sector) compels employers to assign available hours, in the first instance, to teachers on part-time CIDs who wish to move to whole-time work.

If you are on part-time hours, please ensure that you write to your principal each year requesting more hours and advise your principal of the subjects/areas in which you are qualified and/or willing to teach.

A template letter can be provided to you by the TUI.

Where a qualified teacher holds a part-time CID and is working additional hours a separate fixed-term contract will be issued for those hours. The hours of this separate contract will be added to the CID if the teacher holds them for a continuous period of employment in excess of one year, provided the hours continue to be viable, are available under the allocation, and are unrelated to maternity leave, sick leave or job share.

What if I am refused a CID or unhappy with the terms of the CID?

If you are employed on a fixed term contract and believe you fall within the terms of Circulars 0024/2015 and are

unhappy with the action taken by your employer in terms of the award of a CID, then you may appeal against the action of your employer.

If you have been refused a CID, you must make an appeal within 4 working weeks of the date you are notified of the decision by the Board of Management/ETB to refuse a CID.

If you have been awarded a CID but are not satisfied with the terms of the contract, you must make an appeal within 4 working weeks of the date you are notified of the award and terms of the CID.

Please contact the TUI and we will assist you in your endeavours to move to a whole-time permanent/CID contract.

When will I be paid?

You will be paid at least once a month if you are employed by an ETB. If you are employed by a Community or Comprehensive school or a Voluntary Secondary school, you will be paid fortnightly by the Department of Education and Skills.

The latest pay scales for teachers are set out on the TUI website www.tui.ie.

TUI's campaign against Pay Discrimination

The TUI is actively campaigning to achieve pay equality for those who entered teaching since 1st January 2011.

Codes of Professional Conduct

The Teaching Council has published a Code of Professional Conduct for Teachers. The Code sets out clearly what is expected of teachers in their professional role. It sets out the standards of professional knowledge, skill, competence and conduct which are expected of registered teachers. There are many elements of the Code which reflect the complexity and variety of

teaching and cover areas such as communication and relationships, equality and inclusion, compliance with national and school policies, professional development and pupil/student welfare. The standards are underpinned by four core values – respect, care, integrity and trust.

New teachers should familiarise themselves with these standards.

Teaching Council – Part 5

One of the functions of the Teaching Council is to investigate complaints about registered teachers. The Minister for Education and Skills formally commenced Part 5 of the Teaching Council Acts 2001 – 2015 on 25 July 2016 which allows the Council to receive complaints about registered teachers, hold investigations and disciplinary hearings, where deemed appropriate. The first question an investigation committee will ask is, 'Have all local procedures been exhausted?'. If the answer is in the negative, the complaint should be referred back to the school/centre.

Nationally agreed complaints procedures

The TUI has been directly involved in the development of the nationally agreed complaints procedures that should be used at school/centre level and continues to participate in the fora that oversee the correct implementation of these agreed procedures.

I have a problem in school, what should I do?

Some teachers will experience professional difficulties at some point in their career. In the first instance, it is important to approach your Principal informally and attempt to resolve the difficulty. In the event that this course of action does not resolve the issue, there are nationally agreed Grievance Procedures that your branch can assist you with.

If in doubt about the course of action to take, contact your TUI branch or your Area Representative for advice.

Inspire Employee Assistance and Wellbeing programme (formerly Carecall)

At one time or another, we all experience difficulties that can leave us feeling overwhelmed. Issues at work, relationship worries, family pressures, financial concerns – they can all make us anxious and reduce our sense of wellbeing.

The Inspire Employee Assistance and Wellbeing Programme provides access to a range of information, guidance, screening and intervention that is tailored to help care for your specific wellbeing needs. Services include: the online Inspire Support Hub, access to financial and legal experts, or if required, counselling.

At any time, you can access Inspire's Freephone telephone support line. Available 24 hours a day, 365 days a year, it is staffed by a network of accredited Counsellors who if required, can provide immediate, confidential support.

Whatever your concern, you can call Inspire free and confidentially on: 1800 411 057

You can also contact Inspire via email during office hours at: workandstudy@inspirewellbeing.ie

If a member experiences a difficulty in accessing Inspire's service, it is advisable to bring the matter to the attention of the TUI as quickly as possible.

I have other questions, whom should I contact?

The Teachers' Union of Ireland is more than just a trade union. We are an organisation of highly qualified educators with vast experience in the teaching profession. Each of the Head Office Officials has significant experience in education.

As well as dealing with industrial relations matters, the Union also represents members' views on individual subjects, on general curricular issues and on specific issues such as Junior Cycle reform.

The TUI is founded on a network of branches. If a teacher needs advice or information on any issue she/he will find attendance at branch meetings invaluable.

Membership of the Union allows you to meet colleague teachers, through branch meetings and otherwise, to discuss the full range of professional issues and avail of assistance in areas as diverse as:

- Planning
- Classroom Management
- Education Policy
- Continuous Professional Development
- The direction of Education in Ireland

How do I contact TUI?

The first point of contact is your TUI Workplace Representative. Members can also make contact with the Officers of their branch or their Area Representative. The contact details of each Area Representative are published annually in the TUI diary which every member receives. If you are unsure who your representative is, please contact TUI Head Office and they will provide you with the relevant details.

The TUI App

An app for members is available to download from iOS and Android stores using the search word 'TUI members'. The App enables members to update their details and to access important documents and communications.

Contact details

If in doubt on any issue, as a member of the TUI you can avail of expert assistance by contacting us:

- Phone: 01 4922588
- Email: tui@tui.ie
- Website: www.tui.ie
- Facebook: Teachers' Union of Ireland
- Twitter: @TUIunion

Simply fill in an application form or visit www.tui.ie

Important! Make sure to retain these documents

The TUI advises that you retain the following documents for your personal records and to assist the TUI in the event that you require advice or representation:

- Advertisements for any/all jobs in which you have been employed
- Letter of Offer/Appointment
- Contract(s) and Cover Letter(s) for all jobs in which you have been employed
- All Payslips
- Your Annual Timetables
- All Teaching Council Records/Documentation
- Attendance Certificates for all CPD, including Teaching Council Induction
- P60/45

**Protect your Career
Join the TUI today**

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Tel: +353 1 492 2588 Email: tui@tui.ie www.tui.ie

TUI involvement in European Commission Erasmus+ schemes

The Erasmus+ scheme resources and facilities engagement between teachers, students, social partners and employers across Europe. The EU has allocated €14.7 billion to the scheme for the period 2014-2020. It is expected that the scheme will provide 4 million participants with opportunities to study, train and gain experiences abroad. The scheme operates in three main areas:

Key Action 1 - Mobilities

Key Action 2 - Strategic partnerships

Key Action 3 - Policy reform

Project funding is allocated on a competitive basis, subject to strict application criteria and independent evaluation procedures. Successful applicants can receive the required amount or up to 80% of the total budget dependent on the project funding stream. The funding generally covers the project's travel, accommodation and management costs.

Key Action 1 - Mobilities European Study Visits

TUI is actively involved in hosting Erasmus+ Key Action 1 Mobilities which include study visits. Last term TUI hosted several study visits to Ireland by colleagues from Norway, Netherlands and the Basque Country.

Oslo Metropolitan University Norway study visit to Dublin.

Attended by twenty-two delegates from the following grades: lecturer, researcher and manager. The study visit included a round table seminar and site visits to schools, colleges, institutes of technology and meetings with trade unions, agencies and organisations.

Graafschap College from the Netherlands study visit to Cork, Waterford and Dublin. Twelve teachers participated in this study visit which included site visits to CIT, WWETB, TUD, a meeting with agencies and employers and a round table seminar.

Ikaslan Basque country study visit to Dublin, Galway and Limerick.

Involving twenty-two principals, the study

visit included site visits to schools, training centres and institutes of technology. There was also a European seminar held in Dublin entitled Innovation in Vocational Education and Training (VET).

Study visit to the Netherlands, as part of the VETMO4TL project. TUI organised for 10 participants who teach and work in the areas of transport and logistics EQF level 4 to 5 to visit Graafschap College.

As part of a Key Action 1 mobility, TUI hosted a three-month work experience programme for an undergraduate student enrolled in IES El Lago College Madrid (Spain). The student was based in TUI Head Office and assisted in European projects and union activities. The work experience in TUI informed the student's final year project on trade unions in Ireland.

TUI continues to engage in Erasmus+ project development including applications for both strategic partners projects and mobilities. TUI is interested in establishing a consortium with VET schools and PLC colleges to organise teacher mobilities to European countries. The Union has discussed this matter with the national agency and will prepare for an application this term.

Key Action 2 - Strategic Partnerships

To date the TUI has been a partner in six successful Key Action 2 - Strategic Partnership bids. These include:

Opposing Force (commenced 2015). Lead partner is The Flexible Learning Centre (Sweden) with partners from Iceland and Romania. The project explores best practice to facilitate young adults in rural areas in remaining in their communities and engaging in education and training for work.

Optimal Project (commenced 2016). Lead organisation is Thorium University Norway with partner organisations from Scotland and France. The project explores digital rapid response tools to facilitate the recognition of prior learning for vocational education and training.

VETMO4TL Project (commenced 2017). Lead organisation is NETINVET. This is a European network for schools, training centres and employers involved in transport and logistics and international trade. Ten European countries are involved in the project. The project seeks to develop common standards at European Qualification Framework Level 4 for transport and logistics, with a view to encouraging mobility of students and staff.

VIVARPL Project (commenced 2018) Lead organisation is Kartel Public Education Centre with five partners from four countries. The project focuses on developing tools and resources to facilitate recognition of prior learning for adults seeking to enter the workplace or upskill.

Know Hub Project (commenced 2018) Lead organisation is Hälsinglands Utbildningsförbund (Sweden). There are five other partners involved. The project explores different types of knowledge centres and how they can contribute to rural development through education and training opportunities.

PACMAN Project (commenced 2018) Lead organisation IES El Lago (Spain). There are six other partners. The project will pilot ICT software to aid work-based learning projects for VET.

The TUI is an associate partner in EU **CONVINCE Project** (commenced in 2018). The lead organisation is the European Trade Union Committee for Education. There are seven other partner organisations and four associate partners. The project will explore issues such as democratic citizenship, civic education, teaching in multicultural learning contexts, the promotion of EU values and human rights with the view to promoting social inclusion.

Key Action 3 - Policy Reform

TUI has participated in the Quality Qualifications Ireland (QQI) Erasmus+ Key Action 3 project VISKA. The project explores systems for the recognition of prior learning, in particular for marginalised groups including asylum seekers and refugees.

Update on curriculum development

In Ireland, the power to prescribe the curriculum is vested within the legal power of the Minister for Education and Skills under the Education Act 1998. However, in practice, decisions in regard to the curriculum are informed by extensive work undertaken by the National Council for Curriculum and Assessment (NCCA). A wide range of stakeholders is represented on the NCCA including the teacher unions and management bodies. The last few months have seen developments in a number of areas, as summarised below.

Junior Cycle

As reported in a previous edition of the TUI News, the last phase of subject update will take place in September 2019 when the phase five subjects begin. Those subjects are the Technology suite, Religious Education, Jewish Studies and Classical Studies.

Senior Cycle Review

The review of Senior Cycle is being undertaken by the National Council for Curriculum and Assessment. The review will be informed in part by lessons emerging from implementation of the new Framework for Junior Cycle.

In May 2019, the TUI carried out a survey of members to assess views on what a future Senior Cycle should look like. We received a large response - many thanks to all those who took the time to complete the survey and participate in the formulation of TUI policy. Following the compilation of the survey results, the TUI Education Sub-Committee has considered the matter carefully.

The TUI continues to be involved in this important consultation process and calls on members to get involved in the consultation process currently being carried out by the NCCA. Details of the online consultation are set out below. The NCCA is also holding consultation events in Education Centres throughout the country. Details of the events are available on the NCCA website.

Other Senior Cycle Developments

Ongoing Leaving Certificate subject specification work

Sciences: Three new development groups are having their first meeting in September 2019 to work on revised specifications for Physics, Biology and

Chemistry. The TUI has nominated representatives to these groups. The TUI insisted that there be three separate development groups for the three different subjects, rather than just one development group for all three.

Gaeilge: A development group continues to work on a revised specification for Leaving Certificate Irish.

Modern Foreign Languages: A development group continues to work on a revised specification for Leaving Certificate MFL (Polish, Lithuanian, Portuguese, Chinese).

RSE: The NCCA is currently conducting consultation on a comprehensive review of RSE in schools. The TUI has made a submission to the NCCA on this matter. Further information on RSE is carried elsewhere in this edition of TUI News.

The TUI would like to take this opportunity to acknowledge the exceptional work carried out, voluntarily, by our representatives on NCCA boards and committees.



**AN TSIÂNÍLÍS ENSEARACH
SENIOR CYCLE**

Senior Cycle Review

Public consultation *Open until November 7th*

- Online Survey
- Focus Groups
- Written Submission

NCCA
National Council for Curriculum and Assessment

www.ncca.ie/seniorcycle
#seniorcyclereview

Two student members of TUI win €250 each in prize draw

Two student members of TUI have won €250 each in a draw of all of the Union's student members. The draw was made by President Seamus Lahart and the lucky winners were:

- Seamus O' Sullivan from Co. Dublin – College: UCD
- Jacinta McDonnell from Co. Clare – College: Mary Immaculate College, St. Patrick's College, Thurles

Student membership of TUI is free and is open to all students training to become second level and/or further education teachers.

HPV Vaccine – important information on the HSE programme

www.hpv.ie

@hseimm

#ProtectOurFuture

HPV Virus

The HSE School Immunisation Teams are now visiting secondary schools across the country to offer HPV vaccine to students in First year.

HPV stands for 'human papillomavirus', which is a group of more than 100 viruses. The HPV virus is very common; most people will be infected with a form of HPV in their lifetime. The majority of HPV infections do not cause any symptoms and infection is usually cleared by the body's own immune system without the need for other treatment.

However, each year in Ireland about 530 people will be diagnosed with a HPV associated cancer.

HPV causes 1 in 20 cancers worldwide

The HPV virus can cause a range of pre-cancerous lesions – abnormal cells – in both men and women.

The HPV virus causes:

- almost all cervical cancers
- 9 out of 10 vulval cancers
- 8 out of 10 vaginal cancers
- 9 out of 10 HPV-related anal cancers
- 9 out of 10 incidences of genital warts.

Research has shown HPV infection is also associated with cancers of:

- the mouth and throat (oropharynx)
- the back passage (the rectum)
- the penis

HPV Vaccine

In 2010, the HPV vaccine was introduced in Ireland for girls in first year in secondary schools. The HPV vaccine will also be offered to boys from 2019, as research shows that the HPV virus can cause cancers and conditions that affect boys as well.

The more young people vaccinated – both boys and girls – the better we can control the spread of the infection.

Ireland is this year joining over 20 countries across the world who already give HPV vaccine to boys and girls. These countries include Australia, New Zealand and Italy.

The UK will also begin their programme for boys in September 2019.

Does the HPV vaccine work?

International research studies have shown that the vaccine is very effective.

In Australia, studies have shown:

- a 77% reduction in the types of HPV responsible for most cervical cancers;
- an almost 50% reduction in the incidence of high-grade (significant) cervical abnormalities in girls under 18 years of age;
- a 90% reduction in genital warts in heterosexual men and women under 21 years of age.

The World Health Organization (WHO) Global Advisory Committee for Vaccine Safety (GACVS) reviewed the evidence on the safety of the Gardasil vaccine in 2007, 2008, 2009, 2013, 2014, 2015 and 2017.

The WHO has never reported safety concerns with HPV vaccines.

How many doses of HPV vaccine are needed?

2 doses of HPV vaccine are needed for students under 15 years. All students in first year in secondary school should get the HPV vaccine, as it is very effective at that age.

Is it still important to attend screening?

Even though the HPV vaccine protects against 9 out of 10 cervical cancers, it is still important for girls to have regular screening when they are adults. The HSE will share girls' vaccination details with CervicalCheck – The National Cervical Screening Programme.

You can read more about free cervical cancer screening for women on www.cervicalcheck.ie

More information

You can visit www.hpv.ie and www.immunisation.ie for videos and fact sheets about the HPV vaccine.

#ProtectOurFuture





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Review of Relationships and Sexuality Education (RSE) in primary and post-primary schools – time to have your say

In April 2018, the then Minister for Education and Skills, Richard Bruton T.D., asked the National Council for Curriculum and Assessment to undertake ‘a major review’ of Relationships and Sexuality Education (RSE) in schools. The review was conducted between June 2018 and March 2019 and now the NCCA is asking you to read the findings of the review and give your feedback.

Key findings

Overall the review found that there is a high level of agreement that Relationships and Sexuality Education (RSE) is an important part of young people’s education today. Equally, there is agreement that schools, in partnership with parents, have a critical role to play in improving provision. The review has highlighted considerable variation in the provision of RSE across schools in terms of what is being taught, how it is taught, who teaches it and the time allocated. Many students described

their experience as ‘too little, too late and too biological.’

Teachers are aware of the importance of teacher professional development in improving the quality of RSE. They would like to see enhanced training available at both pre-service and in-service levels. In addition, post-primary teachers suggested there should be a qualification to teach SPHE. A further priority for teachers is an up-to-date curriculum which would facilitate learning needed to navigate growing up in the world today. Teachers would like greater clarity on how to approach topics at different stages of students’ learning in RSE. However, some pointed out that such guidance should ensure flexibility for schools to respond to their specific student needs. Teachers also felt that more time and smaller classes would facilitate meaningful learning across the range of topics with which students need to engage within SPHE/RSE.

For more on teacher perspectives please read pages 44-54 of the draft Report.

What now?

The NCCA’s Draft Report on the Review of Relationships and Sexuality Education (RSE) in Primary and Post-Primary Schools can be found on the NCCA’s website. A consultation on the draft Report will run until October 25th. The NCCA needs your feedback on the findings of the review and on the draft recommendations outlined in the draft report. Details of how to make a submission can be accessed at:

ncca.ie/en/updates-and-events/consultations/review-of-relationships-and-sexuality-education-rse

Arising from this consultation, a final report containing the advice for future directions will be finalised and issued to the Minister for Education and Skills.

Recent TUI submissions to Government Departments and statutory organisations

During the summer the TUI made submissions to a number of Government departments and statutory organisations including the Department of Education and Skills, the Department of Children and Youth Affairs and Tusla – the Child and Family Agency. The submissions covered a range of issues and can be downloaded from the TUI website. Key generic points made in the submissions included the need for:

- Reversal of education cuts;
- Adequate resourcing of support services on which schools and colleges rely;
- Significantly increased funding to account for demographic growth in the student population;
- Greater and more meaningful consultation with the education partners;
- Expansion of existing education support schemes;
- Trade union representation on taskforces established by government departments;
- Engagement with and involvement in the OECD TALIS studies which map out challenges facing teachers. TALIS is an important counterbalance to the PISA studies which examine student performance.

At the time of writing the TUI was also finalising its pre-Budget 2020 submission.

Re-vetting of teachers

It is a requirement under the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016 (NVB Act) that individuals who work with children and vulnerable persons be vetted by the National Vetting Bureau (the Bureau).

The Teaching Council is the authorised body for administering vetting for teachers in Ireland and is required to assess the vetting disclosure for suitability for registration. The school is required to receive and assess the vetting disclosure for employment purposes.

In September 2018 there were 37,161 registered teachers who had been vetted before the establishment of the NVB. These teachers had the old paper-based Garda Control Vetting Unit (GCVU) vet and were vetted between 2006 and 2016. These teachers are now being re-vetted.

Re-vetting is carried out under Section 33 of the Teaching Council Act. It is expected that re-vetting will occur on a three year cycle. Re-vetting commenced on 1 October 2018 and will finish early in 2020. Teachers are requested to apply for re-vetting five months prior to their renewal month.

It is important to note that Teaching Council registration renewal is blocked for teachers who have been issued a re-vetting notice but have not complied. Once teachers have complied with the re-vetting notice they can renew their registration

Once a teacher receives the first notice, s/he has 42 days to complete the two stage application process. Reminder emails and SMS messages are issued prior to any removals from the register.

Droichead induction framework

Droichead is an integrated induction framework which is based on a whole-school approach in supporting newly qualified teachers' professional learning.

Newly qualified teachers in schools with 200+ students are required to complete the Droichead induction process. NQTs in schools with fewer than 200 students may complete the Droichead process if they are in a school that has registered as a Droichead school. If their school has not registered as a Droichead school, they are required to complete the National Induction Programme for Teachers (NIPT), which includes twenty hours of induction workshops, to be eligible for full registration.

To complete the Droichead process teachers must submit Form D (available on the Teaching Council website) to the Teaching Council by the 20th June. If forms are incomplete, this delays the finalising of the process for individual teachers. The top five reasons that the Council returns incomplete forms are:

1. Not all of the school's Professional Support Team (PST) has signed the form
2. Professional Learning Activities occurred outside the Droichead timeframe
3. Future Professional Learning Activity has not been entered under Reflective Practice
4. Number of teaching hours not entered
5. Section 4 of the form not completed

Where to go for advice/further information

Advice to teachers regarding their specific conditions is provided by the Teaching Council (conditions@teachingcouncil.ie). Teachers should include details of school e.g. school roll number, employment type, duration etc.

Education Centres can only provide general advice.

Advice to schools is provided by the NIPT (info@teacherinduction.ie).

TUI and GDPR

As a data controller and data processor, the Teachers' Union of Ireland (TUI) complies with the General Data Protection Regulation 2018. The union respects the right to privacy of individual's personal data and has measures in place to protect personal data. The union understands that all personal data relating to trade union membership is classified as 'sensitive personal data' requiring additional levels of security. The union has advised members, through national and branches structures, of the data protection measures and procedures that need to be followed. The union adheres to the general data protection principles of:

- Obtaining and processing data fairly
- Keeping accurate and up to date records
- Using data for a stated and specific purpose
- Not processing data for other purposes
- Only using the required amount of data for the relevant purpose
- Not storing data for longer than is required
- Having security measures in place to protect data

If the union processes his/her personal data, a member has the right to request what type of personal data is processed and also to request access to that personal data. The union will always seek verification of proof of identity regarding any personal data access request. The union will not disclose the personal data of an individual to others. Therefore details of others identified in an access request will be redacted.

Please be aware that the union will never phone or email a member seeking their personal financial details. If you are contacted by anyone claiming to be from the TUI requesting your financial details please confirm the request by contacting Head Office.

Any data protection enquiries you may have can be addressed to the TUI Data Protection Officer at dpo@tui.ie

Every School Day Counts

A message from Tusla Educational Welfare Service (EWS)

In Ireland we have held many successful national awareness campaigns. For example, during campaigns relating to Road Safety and Smoking we clearly saw the power of appealing to everybody to do their bit to change outcomes and reduce road deaths and smoking related illnesses.

When it comes to education, we are all aware that consistent school attendance is central to students reaching their educational potential. Tusla EWS plans to launch a national attendance campaign 'Every School Day Counts' this November to highlight the importance of children attending school every day. At the moment there are over 920,000 students attending school in Ireland and every day almost 60,000 (over 6%) of students miss school. While some absences are unavoidable due to illnesses etc., Tusla believes that as a society we can do much better in the interests of children and young people.

The 'Every School Day Counts' campaign will run annually during the month of November and it is our hope that the impact of this will permeate throughout the academic year. While we know that schools all around the country work on a daily basis to promote and support better school attendance, we believe that a national campaign to raise awareness around the importance of consistent school attendance will help highlight to everyone with a stake in children's education that every school day counts.

Engagement with the national campaign is entirely optional for schools and is not intended to replace existing initiatives that schools already have in place. In fact, we would welcome schools running their existing initiatives during the national attendance campaign. Tusla EWS will send more details out to all schools in September, in relation to the campaign and how individual schools can register to

indicate that they are participating. Once a school registers with the campaign it will receive a digital resource pack to support the attendance campaign, and a digital badge for the school website and/or Facebook page. Tusla EWS is also appealing to teachers' unions, management bodies, teachers' representative groups and parent bodies to use their influence and put their considerable energy behind this campaign.

Tusla EWS is also in the process of re-branding our service and we will also be launching a new national brand and logo. We have engaged with several children, parents and education partners nationally to hear their ideas on what our new brand should look and feel like. The launch of the new brand will take place on November 5th and will coincide with the start of the attendance campaign.

Please keep an eye out for further details in the new school year.

TUI Supports Fórsa campaign for School Secretaries and Caretakers

In January 2019, a Fórsa campaign to improve the pay and conditions for School Secretaries and Caretakers was launched.

School Secretaries are paid either directly by the Department of Education and Skills on salaries between €24,000 to €44,711 p.a. depending on the whole-time equivalent number of teachers in the school or through an ‘ancillary grant’ paid to a school’s board of management, the salary for which amounts to €12,702 p.a. The vast majority of School Secretaries are in receipt of the latter salary.

In addition, the School Secretaries who are paid through the ancillary grant have:

- No certainty of employment or hours of work
- No occupational pension

- No entitlement to sick leave
- No entitlement to pay increases from public sector pay agreements
- No incremental pay increases

As part of the negotiations recommended by the WRC following an adjudication of 2015, a meeting with the Department of Education and Skills was held on Monday 27th May 2019 to discuss the pay claim. The Official side did not engage in discussions on the substantive issue and were willing only to conduct a survey on the costs of meeting the claim, about which the Joint Oireachtas Committee had been previously advised, i.e. €7 million for pay and €35 million for pensions. Fórsa contend that these figures may be inflated.

No clear commitment to resolving the dispute, nor a clear timeline for progress was given by the Department of Education and Skills.

The Fórsa campaign is fully supported by the TUI. The Union has a long-standing position that the provision of education in the state is a core element of the social contract and a vital public service. In this regard, it is also our position that the staff supporting the provision of this public service should be considered to be, and should receive all of the benefits and entitlements of, equivalent public servants. The TUI fully supports Fórsa in their campaign to secure this recognition, and the inherent security, for their members.

FÉILTE is going to Galway!

FÉILTE (the Teaching Council’s annual Festival of Education in Learning and Teaching Excellence) is heading to NUI Galway, the city of tribes on 27th and 28th September!

The festival will open with an exclusive event on Friday evening for 200 teachers – a barbeque and opportunity to share stories with renowned education research Professor Andy Hargreaves in the SULT bar in NUIG.

Your ticket allows you to enter a draw to attend the barbeque and networking event. This is followed by Teachers Got Talent, hosted by former Eurovision winner Paul Harrington.

FÉILTE celebrates the wonderful work that teachers do every day in their classrooms and provides the opportunity to collaborate and share this work with each other and the wider public.

Come along early on Saturday morning to enjoy a free, healthy breakfast at BreakfastMeet, engage in mindfulness, enjoy the teacher-led showcases, or attend a food demonstration! Andy Hargreaves will deliver the opening keynote address in conversation with Aoibhinn Ní Shuilleabháin.

The theme for this year’s FÉILTE is ‘Education 360: Learning from Others’ and the theme can be seen throughout all the events.

The popular workshops return, along with TeachMeet and ResearchMeet. StudentMeet sees a panel of principals and NQTs offering advice to student teachers. School leaders can gather at LeadershipMeet, facilitated by the Centre for School Leadership, and attendees can find out the stories behind the showcases at ‘Showcaser’s Stories’.

The panel discussion on ‘Leaders in the Community’ features guests such as Pat McDonagh, entrepreneur and owner of Supermacs, Ciara Griffin, a teacher and captain of the ladies Irish rugby team, Seán Ó Domhnaill, former GAA player and Éimhín Craddock, leader of the Drummadore Drummers and teacher.

Throughout the day, guests will be entertained by FÉILTE Fringe music and dance events.

The festival will close with a keynote panel discussion on Inclusive Education, led by Katherine O’Leary who has many roles – dairy farmer, mother, journalist and a home economics teacher in a special school in Cork. She will be joined by the Ombudsman for Children, Niall Muldoon, along with other voices in inclusive education.

Apply for your ticket now at www.teachingcouncil.ie! Spaces are limited and it is first-come, first-served!

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TUI legal advice policy (includes personal cases)

Strictly subject to adherence to the procedures set out below, TUI can, where appropriate, provide members with legal advice on issues relating to work and other matters. The procedure for requesting legal advice is detailed below. Please note that in circumstances where a member deviates from the procedure the Union will no longer be in a position to assist the member in relation to the particular case.

Two separate schemes of legal advice for members are provided by the Union as follows:

I. On matters affecting members in their employment.

*Normally members' problems will be dealt with by the Union itself through Industrial Representations. In some instances, the Union may provide legal advice and assistance to individual members on matters affecting them in their employment, or in regard to their membership of TUI, strictly provided any such member **has not retained** his/her own legal advisor. Requests for legal advice must be made in writing to branches and processed through Branch Structures. Where a Branch agrees that legal advice should be sought for a member, the branch will formally request such advice by writing to the designated Official with responsibility for the Branch, (copying the request to the General Secretary), stating clearly the nature of the advice sought. Requests for legal advice will be considered by the Executive Committee. Where deemed necessary by the Executive Committee preliminary legal advice/assistance will be obtained. The Executive Committee shall have sole discretion in relation to the nature and degree of the legal advice/assistance which shall be given to any member/s.*

Further legal assistance, beyond initial advice/assistance, may be provided by the Union at the sole discretion of the Executive Committee. Where the Executive Committee agrees to provide further legal advice/assistance, they will do so only on the basis that they receive appropriate written authority from the member in question and the Executive Committee shall have sole discretion as to the level, nature and degree of legal assistance which shall be given to any member. The precise issue for advice should be communicated in writing to Head Office, through the Branch.

Under no circumstances will the Union be responsible for legal or other expenses incurred by a member without the prior written consent of the General Secretary and then only to the extent authorised in writing.

2. On matters other than those arising from employment or concerning membership of TUI

A separate scheme of first instance legal advice on matters other than those arising from one's employment as a teacher/lecturer is available free of charge to in-benefit members. To avail of this service, the member shall forward a covering letter to the General Secretary with the material for the solicitor in a separate sealed envelope. The sealed envelope will be transmitted to the Union's solicitors who will reply privately to the member concerned. Failure to comply with this procedure entails delay for the member concerned.

TUI will not provide legal advice on matters relating to a member's employment if the member has engaged his/her own legal representation. Therefore, Branch Officers should strongly advise members not to engage their own legal representation on work-related matters.

Branches shall not utilise branch funds to obtain private legal advice. The Union has experienced and expert legal advisors. If a member gets his/her own private legal advice, neither the Branch nor Head Office will provide assistance to the member. TUI will not be responsible for any costs incurred by the member.



CALLING THE CHAMPIONS OF 'GREEN' FUTURES

The Generation Apprenticeship schools' competition aims to raise awareness and help students visualise how they can combine future careers through apprenticeship with their commitment to green values and sustainable futures.

PARTICIPATING SCHOOL TEAMS WILL BE GIVEN:

- A Generation Apprenticeship toolbox containing materials previously destined for landfill.
- A free pack with high-impact, self-adhesive branding materials for walls, windows and flooring in each school.

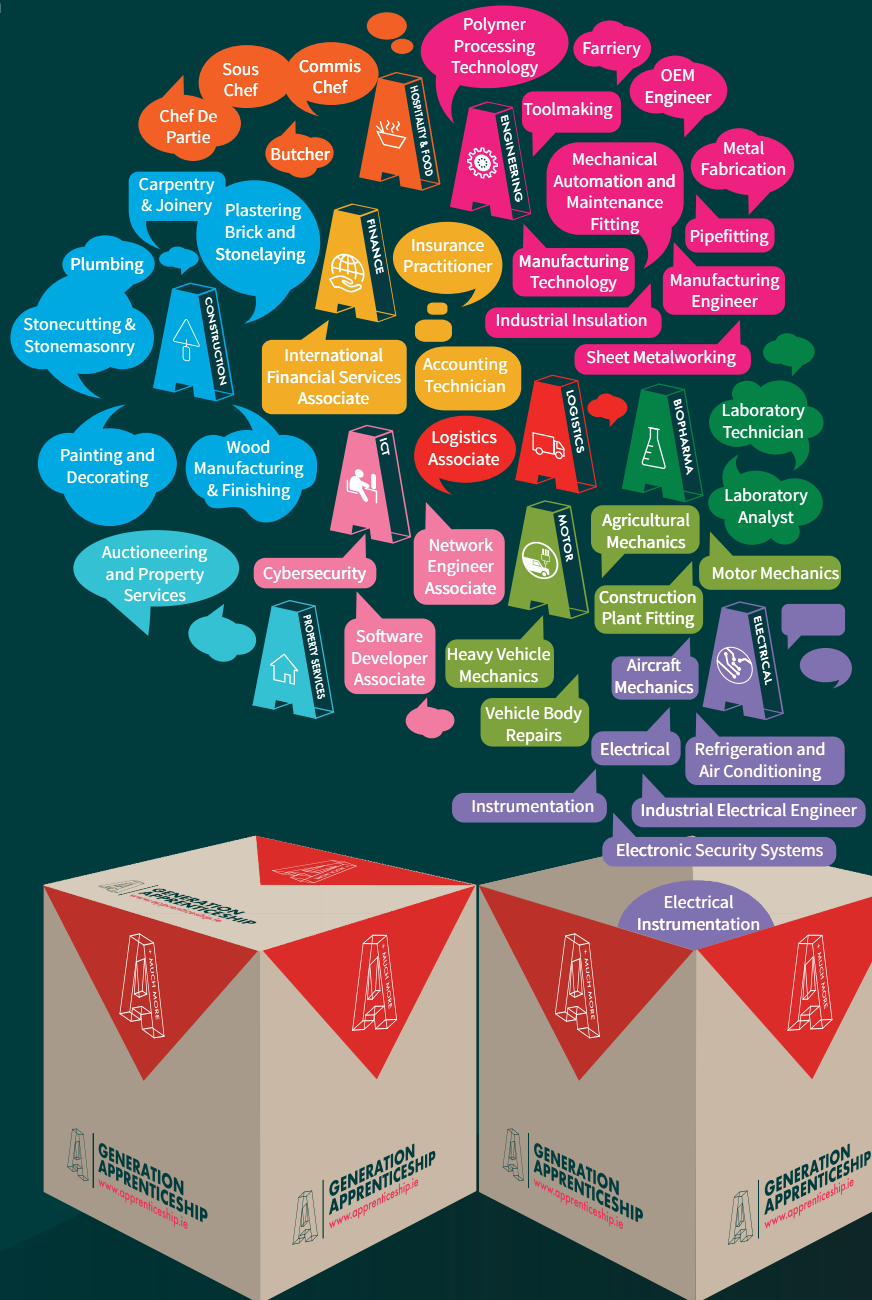
Student teams can choose between two challenges. The first is to build an A letter not bigger or wider than the box in which the materials were supplied.

The alternative challenge teams may choose is to develop a 3-minute video that communicates core messages about apprenticeship in Ireland and how subsequent careers are crucial in tackling climate change.

The competition has attracted the interest of some of the top companies in Ireland who are keen to tap into and to understand the next generation of talent and who will have career openings through apprenticeship.

Generation Apprenticeship in schools is a first for Ireland. Shortlisted teams will have the opportunity of engaging with top company executives as they compete for a €1500 first prize and a series of runner up prizes.

'Millennials' will form three-quarters of the world's workforce by 2025 and 88% of their number want to work for an employer whose values reflect their own. Providing a platform for their voices to be heard is at the heart of the competition.





MEMBERSHIP APPLICATION FORM

Teachers' Union of Ireland / Aontas Múinteoirí Éireann

73 Orwell Road, Rathgar, Dublin, D06 YP89. T: 01 492 2588 E: tui@tui.ie W: www.tui.ie

Answers are required to all questions in order to process your application:

Personal Details

Please circle: Mr / Miss / Mrs / Ms / Mx Surname in English: Surname in Irish:

Previous surname(s) (if any): First Name(s):

Home Address:

School / Centre / Institute / Technological University (name and address/department):

Date of Birth: Mobile Tel: Email address:

Academic Qualifications (All):

Degree Subjects:

Subjects Taught:

Date of Appointment (Current Employer):

Grade (e.g. Teacher, Youthreach Resource Person, Lecturer etc.):

Is your post... **Permanent/CID:** Full hours/whole-time? Fewer than full hours?* *If on fewer than full hours, please indicate the number
Non-Permanent: Full hours? Fewer than full hours?* of regular weekly timetabled hours.
Job-share?

Are you registered with the Teaching Council? Yes No

Union Membership

Have you previously been a member of the TUI? Yes No

If yes, please give the dates of your membership and your former branch:

Have you been a member of any other union? Yes No

Are you currently a member of any other union? Yes No

If yes, please give the dates of your membership and your former branch:

I consent to the TUI contacting this union/these unions in accordance with the Constitution of the Irish Congress of Trade Unions

A. I am a new applicant in my first year of teaching and therefore I am eligible for one year's membership subscription at the nominal fee of €1.

B. I am a new/returning applicant who is not in my first year of teaching and am therefore not eligible for €1 membership.

It is a requirement of membership that TUI rules, policies and procedures are adhered to in all union activities (see TUI Rule Book and Members Diary and Handbook). The union retains a copy of the application form for the duration of membership and as required under TUI Rule.

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. I confirm the details on this form are correct.

Signature: Date:

Incomplete or inaccurate information given on this form may affect the TUI's ability to represent you as a member.

TUI Data Privacy Policy

The TUI's Data Privacy Statement is available on our website, www.tui.ie. The statement explains how and why the TUI processes personal data in accordance with the General Data Protection Regulation (GDPR). TUI will process your personal data for the legitimate work of the union. TUI will provide you with access to your personal data upon valid request. TUI is committed to protecting your personal data by having; secure storage facilities, authorised access, maintaining accuracy, retention and deletion and breach control measures.

Consent

Under GDPR, personal data relating to membership of a trade union is classified as 'personal data'. In order for the TUI to process your membership application and to act as your trade union representative, TUI require your explicit consent in relation to the following areas. Please indicate your consent by ticking the boxes below:

I agree to the following (please tick the relevant box if you consent):

1. In order to complete my application, I consent to the TUI contacting my employer to confirm that I am employed as stated on my application form.

2. I consent to TUI confirming my membership details with agreed service suppliers such as; TUI Credit Union, Cornmarket Insurance and other schemes offered which I seek to join.

I hereby consent to the TUI processing the special category of personal data as indicated above. I fully understand that I am consenting to the TUI disclosing to the payroll section of my employer that I am a member of the TUI (or am applying for membership).

Signature: Date:

You may withdraw consent at any time by contacting the TUI Data Protection Officer by writing to: TUI Data Protection Officer, 73 Orwell Road, Rathgar, Dublin 6 D06 YP89 or by emailing dpo@tui.ie.

Note: 1. Once all sections of the membership application form are fully completed please forward it to the Membership Section, TUI Head Office, 73 Orwell Road, Rathgar, Dublin 6, D06 YP89. Applications received will then be forwarded to the relevant Branch Secretary for Branch consideration.
2. Please return a fully completed DAS form (attached) with your application form. DAS forms are also available from your TUI workplace representative, TUI Head Office or, online, at www.tui.ie. A PayPal facility is also available online at www.tui.ie.

**OFFICIAL
USE ONLY**

New Member: Existing Member:

Number: Area: Branch:



DEDUCTION AT SOURCE AUTHORISATION FORM

Teachers' Union of Ireland / Aontas Múinteoirí Éireann

73 Orwell Road, Rathgar, Dublin, D06 YP89. T: 01 492 2588 E: tui@tui.ie W: www.tui.ie

Answers are required to all questions in order to process your deduction:

Personal Details

Please circle: Mr / Miss / Mrs / Ms / Mx Surname in English: Surname in Irish:

Previous surname(s) (if any): First Name(s):

Home Address:

School / Centre / Institute / Technological University (name and address/department):

TUI Branch:

Grade (e.g. Teacher, Youthreach Resource Person, Lecturer etc.):

Is your post... **Permanent/CID:** Full hours/whole-time? Fewer than full hours?* *If on fewer than full hours, please indicate the number

Non-Permanent: Full hours? Fewer than full hours?* of regular weekly timetabled hours.

Job-share?

Deductions

Payroll Number (as it appears on your payslip):

Deduction at source cannot be processed without payroll number. Please ensure this number is correct. Incorrect numbers can lead to delays in processing this request.

Authorisation

I hereby authorise the payroll department of (please tick one option only and fill in the details):

- Education and Training Board – please state the ETB _____
 Institute of Technology/Technological University – please state the IoT/TU _____
 The Department of Education and Skills

To make a deduction from each salary cycle the union subscription appropriate to my employment at any time and pay this amount to the TUI on my behalf. I understand and agree that:

- The deduction at source facility is being made available solely as a matter of convenience to me.
- Beyond paying the sums deducted to the Teachers' Union of Ireland, the employer accepts no responsibility of any kind in the matter.
- The deduction is to commence as soon as possible and to continue until and unless I serve further written notice to the Teachers' Union of Ireland.
- The Teachers' Union of Ireland has the right to alter the amount of this deduction in line with agreed amendments in the rate of subscription.
- Any arrangements for refund of deductions or collection of arrears are to be made directly with the Teachers' Union of Ireland and that the employer will not be responsible for such matters.
- It is my own responsibility to ensure the correct deduction is made from my salary/pension and to notify the Teachers' Union of Ireland if I wish to amend or cancel the deduction from my salary/pension.
- There may be a delay in commencing or ceasing my deduction due to payroll scheduling and the fact that amendments to mandates are submitted to the employer on a monthly basis.
- I will correspond directly with the Teachers' Union of Ireland in relation to the deduction from my pension/salary or the product that I am availing of.
- That the TUI will advise the Department of Education and Skills/ETB/IoT/TU in a timely manner of all corrections made to your personal data in relation to the processing of the Deduction at Source request only.
- It is my responsibility to inform the TUI of any change to my employment status.

The amount of the subscription is determined by Annual Congress.

N.B.: With effect from July 2006 the Department of Education and Skills does not accept DAS forms and has requested that the TUI hold the original forms on behalf of member.

TUI Data Privacy Policy

The TUI's Data Privacy Statement is available on our website, www.tui.ie. The statement explains how and why the TUI processes personal data in accordance with the General Data Protection Regulation (GDPR). TUI will process your personal data for the legitimate work of the union. TUI will provide you with access to your personal data upon valid request. TUI is committed to protecting your personal data by having; secure storage facilities, authorised access, maintaining accuracy, retention and deletion and breach control measures.

Consent

Under GDPR, personal data relating to membership of a trade union is classified as 'personal data'. In order for the TUI to process your deduction at source request, TUI require your explicit consent. Please indicate your consent by reading the following statement and signing below:

I consent to the TUI disclosing my details to the payroll section of an employer for deduction at source of union subscriptions. I fully understand that this allows the TUI to disclose to the payroll section of my employer that I am a member of (or applying to become a member of) the TUI.

Signature: _____ Date: _____

You may withdraw consent at any time by contacting the TUI Data Protection Officer by writing to:
TUI Data Protection Officer, 73 Orwell Road, Rathgar, Dublin 6 D06 YP89 or by emailing dpo@tui.ie.

**OFFICIAL
USE ONLY**

New Member: Existing Member:

Number: _____

Area: _____

Branch: _____

Máirtín Reilly - An Appreciation

It was with great sadness that former friends, colleagues and past students learned of the passing of Máirtín Reilly in November 2018.

Over the course of his career, Máirtín, a very talented craftsman and dedicated woodwork teacher, left a positive educational footprint in the many places that he taught. During his time as Príomhoide in the early 1950s in Gairm Scoil Naomh Éinne on Inis Mór, one of the Oileáin Árann, he was renowned for travelling to Inis Meáin and Inis Oírr by curragh to canvass and bring students to Inis Mór for school.

When he left the Oileáin Árann, Máirtín went to Gairmscoil na bPiarsach in Rosmuck, Co. Galway where after school in the evenings he was involved in an initiative to improve living conditions for rural farmers on very small holdings when grants were given to change ceann tuí to ceann sloinne - or thatched roofs to slate.

Máirtín left Rosmuck to take up his appointment as Woodwork Teacher in Mullinahone Vocational School in South Tipperary VEC in 1957 where he would remain as Principal until it closed in 1972. When the Intermediate Certificate Examination was first sat by students in Mullinahone Vocational School, it had a higher number of students sitting the examination than larger centres in the county, heralding a seismic change in vocational education.

In 1972 he transferred to Killenaule Vocational School, now known as Scoil Ruain. His mission to have a new school built was fulfilled in 1980 when the then Minister for Education John Wilson went



on public record to say he would grant the building of a new school to get "Máirtín Reilly off his back". His philosophy for education was a very simple one. It was based on the principle that if it was good enough for other people's children it was good enough for his own. This belief in the system in which he worked and the colleagues with whom he taught contributed to the development of the fine educational institution that Scoil Ruain grew to be and it was with great pride that Máirtín saw his own children succeed and some of his grandchildren follow in the footsteps of their parents and attend Scoil Ruain. He maintained a keen interest in his students and their careers; the fact that many past pupils became firm and lifelong friends attesting to the high regard in which he was held.

Máirtín truly, personally knew the power of education and long before Nelson Mandela said that "education was the most powerful weapon to change the world", he generously opened his home in the evenings to allow neighbours' children to study at night, not to mention the many students he drove to school over the years. He was also renowned for driving students around the country for jobs, interviews and apprenticeships. His door in school and at home was always open for concerned parents to call.

Máirtín's service to the State was not only in his teaching career but also in his voluntary capacity as Peace Commissioner and with Civil Defence.

He was an active member of TUI all his life and he served as his local Branch Chairperson for a time. He remained an active member of TUI RMA throughout his long and happy retirement, where he and his wife Betty enjoyed many trips and outings with former colleagues and friends.

As a native Irish speaker he maintained a huge grá for the Irish language throughout his life. He also knew the importance of developing interests outside of work for his retirement and enjoyed travelling to the many World War 2 and Titanic sites around the world. When international travel was beyond him, he turned to his passion for restoring and driving vintage cars and travelled the length and breadth of the country in his Rover every weekend with his many 'vintage' friends.

Máirtín was a keen family man and is sadly missed by Betty and his six children and grandchildren.

Ar dheis dé go raibh a anam dílis.

Free Access for all Registered Teachers to Teaching Council's Online Library

The Teaching Council aims to promote a culture where research is encouraged and applied within the classroom setting. To assist in achieving this aim, the Council provides registered teachers with free access to an online library.

Through this library, teachers can easily access a wealth of educational research which is relevant to their classroom practice.

The online library provides access to:

1. Summaries of Irish research conducted by teachers and others which has been

funded by the Teaching Council

2. A host of open source repositories

3. Research which has been commissioned by the Teaching Council to inform its various policies

4. A choice of three databases funded by the Teaching Council:

- Education Source - an extensive collection of journals, articles, conference papers etc. which has been specifically designed for education professionals, policy makers and students.

- The eBook collection, including a number of books by Irish authors.

- ERIC (Education Resource Information Centre), which provides access to journals included in the current index of journals in education.

To access the library, visit the Teaching Council homepage www.teachingcouncil.ie. We have recently produced two short videos, which provide practical tips and guidance on how to access the library, and how to conduct an efficient search to help you find what you're looking for.

RMA News

We held our AGM in the Anner Hotel, Thurles, Co Tipperary, in mid-May. Adjustments to the organisation of the event have proved very successful, with document packs for all members attending available at registration and the use of a data projector for most of the agenda items. Standing Orders for AGM has now been given its proper status, with three non-Management Committee members, and continuity assured through the election each year of one replacement. The current Standing Orders members are Mick Daly, Máire Ní Chéidigh and Noel Spittle.

A number of amendments to our Constitution were passed which make it more coherent and have since been approved by the TUI Executive Committee. The revised Constitution is also downloadable from the RMA website.

Resolutions were passed dealing with the Alliance, TUI support, pensions and communication with members. Guests at our AGM included a representative of the Retired Secondary Teachers Association. TUI was represented by Martin Marjoram (Vice-President) and Michael Gillespie (Assistant General Secretary). Ronan Smyth from Cornmarket gave an

address on their services to retirees and conducted a free draw. Membership Officer, Michael McNulty, and Secretary, Dan Keane, were re-elected to their positions and rejoin Chairperson Martin Hoye, Social/Cultural Officer Ristead O Craoibhin and Treasurer Tim O'Meara to form an officer board to work on your behalf over the coming year.

As has been tradition, our Gala Dinner was the occasion for the Dr. Charles McCarthy Memorial Lecture. This year, we were entertained by Liam O'Donoghue of Thurles who gave us a talk on the history of Gaelic games prior to the foundation of the GAA.

At the time of the AGM, concern was raised that pension restoration money due since January 2019 had still not been received by the members concerned but I am happy to inform you that this situation has been resolved. Concerns were also expressed regarding the non-payment of increases due to post-2012 retirees. This is still an issue and will be an agenda item at the next Management Committee meeting in September.

Of course, it's autumn again and another break looms. This time it's off to Waterford from October 15th to 18th

where we will be staying in the Tracey's Hotel Spa and Leisure Centre. Key details of this great offer are as follows.

- €180.00 pps; single supplement €10.00 per night (3 nights dinner, bed and breakfast)
- Music in the Timbertones bar on Wednesday and Thursday nights.
- Wednesday 16th – Depart hotel by coach at 10.00 am. Tour to include: the Hook Lighthouse and the JFK Homestead or Tintern Abbey. Cost: €25.00
- Thursday 17th – At your own pace, visit Treasures of Viking Waterford (€6), Reginald's Tower (€6) and/or the House of Waterford Crystal (€12).

Check your membership renewal notice pack or the website for a booking form and other details.

Finally, can I remind you that membership renewal forms are available on the website as are a host of other items e.g. Security Fund refund forms, the Constitution, contact details for Management Committee members and Branches. That address again is www.rmatui.ie

Dan Keane,
RMA Secretary.

**Reminder to retired or retiring VEC/ETB/C&C/loT members –
Have you returned your completed DAS authorisation form? If not, please consider doing so today.**

TUI Education Conference 2019 –

'Education Reform – What Can We Learn from Recent Experiences?'

The Union's 2019 Education Conference is **Education Reform – What Can We Learn from Recent Experiences**. The conference will encompass aspects of second level, further education and third level.

The conference will be held on Saturday November 9th, 2019 in

Marino Institute of Education in Dublin. Registration will take place at 9.30am and the event will finish with lunch at approximately 2pm.

At the time of writing, the line-up of speakers was being finalised but confirmed speakers included the OECD's Jose-Luis Alvarez Galvan on key trends in

education internationally, the ESRI's Selina McCoy on the effect of the Leaving Certificate grading bands and a speaker from the NCCA on the professional voice in education reform. Any members who wish to attend should contact their local branch as soon as possible.



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Congratulations to
Vol 41 No 6 winner
Seamus Curley,
St Nathy's College,
Ballaghaderreen, Co. Roscommon.

Crossword

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

Only one entry per member.
 Photocopies can be submitted.

Name _____

Workplace _____

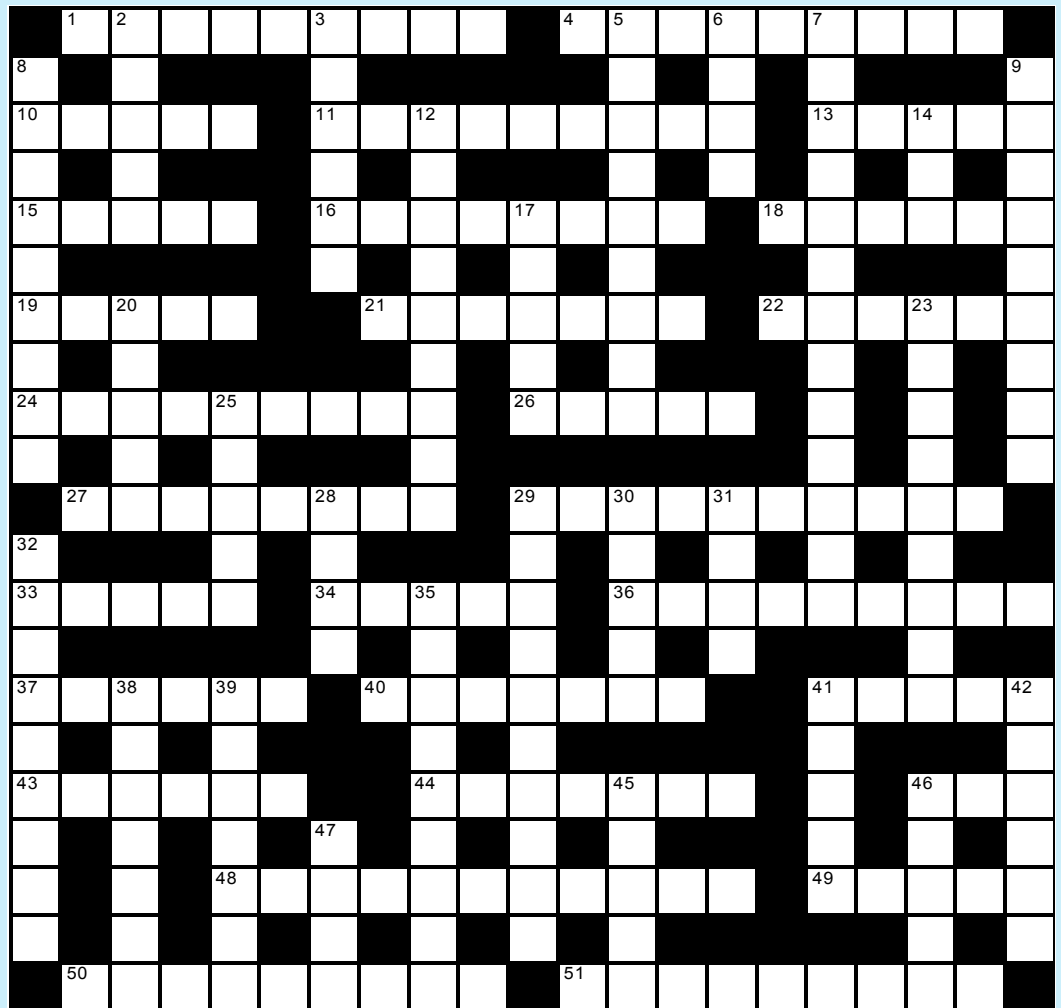
Address _____

Contact number _____

TUI Branch _____

Send entries to TUI Crossword
 September '19, TUI, 73 Orwell Rd,
 Rathgar, Dublin 6

Closing date for entries:
 Friday 18th October, 2019



ACROSS

- 1 Written declaration made under oath (9)
- 4 Composed of two legislative bodies (9)
- 10 Jenner or Minogue (5)
- 11 The capital and largest city of Mongolia (4,5)
- 13 A formal expression of praise (5)
- 15 2006 Amy Winehouse song (5)
- 16 Omission or suppression of parts of words or sentences (8)
- 18 A hat made of felt with a creased crown (6)
- 19 Nonchalantly unconcerned (5)
- 21 Continuing forever or indefinitely (7)
- 22 An informal collarless short-sleeved shirt (1-5)
- 24 A newspaper columnist who answers questions and offers advice on personal problems (5,4)
- 26 An expensive vessel propelled by sail or power and used for cruising or racing (5)
- 27 Someone from whom you are descended (8)
- 29 Venomous New World spider; the female is black with an hourglass-shaped red mark on the underside of the abdomen (5,5)
- 33 ----- Atlas, 2004 novel by David Mitchell (5)
- 34 The -----, children's comic strip, home of Dennis the Menace (5)
- 36 Appears like (9)
- 37 The 11th letter of the Greek alphabet (6)
- 40 Harshly ironic or sinister (7)

- 41 A word in the Hawaiian language for love, affection, peace, compassion and mercy (5)
- 43 The state or quality of being tedious (6)
- 44 Another name for allspice (7)
- 46 A beverage made by steeping tea leaves in water (3)
- 48 A biography that idealizes or idolizes the person (11)
- 49 A stringed instrument of the guitar family that has long neck and circular body (5)
- 50 A behavioral attribute that is distinctive and peculiar to an individual (9)
- 51 Highly complex or intricate and occasionally devious (9)

DOWN

- 2 1998 novel by Irvine Welsh (5)
- 3 Shrewdness shown by keen insight (6)
- 5 Belonging to a thing by its very nature (9)
- 6 A city in northern India (4)
- 7 Art movement early in the 20th century (13)
- 8 A stone-built Neolithic settlement in the Orkney archipelago (5,4)
- 9 Indicating a lack of maturity (9)
- 12 Amphibious reptile (9)
- 14 An inflated feeling of pride in your superiority to

- others (3)
- 17 Loss of the ability to move a body part (5)
- 20 Fruit of the oak tree (5)
- 23 An intricate and confusing interpersonal or political situation (9)
- 25 End resistance, as under pressure or force (5)
- 28 The lowest brass wind instrument (4)
- 29 Nickname of the daughter of Henry VIII and Catherine of Aragon (6,4)
- 30 A paved surface where aircraft stand while not being used (5)
- 31 Rock band formed in New York in 1973 (4)
- 32 Creating figures or designs in three dimensions (9)
- 35 Having no definite form or distinct shape (9)
- 38 An island in the Atlantic Ocean off the coast of Africa (7)
- 39 The eldest son of the King of France (7)
- 41 Said or done without having been planned or written in advance (2-3)
- 42 A major South American river (6)
- 45 Garment consisting of a folded cloth drawn up between the legs and fastened at the waist (5)
- 46 A projecting piece of wood made for insertion into a mortise in another piece. (5)
- 47 A colloidal extract of algae (4)