



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

VOL.43 / NO.1

September 2020

Health and safety must be paramount in the re-opening of schools, colleges and centres

**GUIDE
FOR NEW
TEACHERS
INSIDE**



A Word from the President – Martin Marjoram

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TUI PRESIDENT, MARTIN MARJORAM

Dear Colleagues,

I have assumed office as your President at a time when we are confronted by extraordinary challenges. Over the summer months, TUI engaged intensively on your behalf with the relevant government departments and employers, a process which yielded additional resources and some element of much needed clarity. But progress has been

inconsistent (hampered at times by sector-specific recalcitrance) and too many questions remain unanswered. As our centres, colleges and schools re-open, TUI remains committed to protecting your and your family's health, your terms and conditions of employment and the priceless educational opportunities you provide, often to the most vulnerable and marginalised.

We have made one thing abundantly clear in every interaction we have had on your behalf – no deviation by employers from the public health advice will be tolerated.

A time for solidarity

This time of unprecedented crisis demonstrates more than ever the need for the solidarity and cooperation exemplified by trade unions. Exploitative work practices and crowded accommodation tolerated, indeed encouraged, by successive governments now have the reach to shut down whole counties and wreak havoc even on good employers. Not only must we resolutely oppose any return to disastrous austerity policies in response to Covid-



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Printed by:
Typecraft Ltd.

19, we must emphasise the lesson that well-paid jobs, good working conditions and decent living standards across the economy are essential, both to keeping us safe and to building the social cohesion central to a healthy democracy.

Second Level

As I write, TUI's work is ongoing in defending your interests across the sectors. At second level, focus on the once-off calculated grades process (which must be implemented according to the agreements and commitments made to TUI) quickly shifted to the return to school. Substantial additional funding and staffing have been provided and the union has engaged in lengthy consultation regarding the supporting, highly detailed documentation. Information has been distributed from Head Office on the arrangements, resources and protections achieved to date and still under constant review.

Further and Adult Education

While structured, regular engagement and negotiation with ourselves and the ASTI were readily forthcoming from the Department and employers at second level, TUI had to lobby forcefully and repeatedly before a similarly robust process commenced for Further and Adult Education. TUI does not accept that the setting up of the new Department of Further and Higher Education, Research, Innovation and Science provided any excuse for the delay in engaging with us. However, following intensive engagement, positive results and clarity on a number of key issues have emerged.

Third Level

TUI submitted a document in early July to the Department (cc-ed to the

employers) seeking additional staffing to cope with the enormous increase in third level workload due to remote teaching, the splitting of classes for physical distancing and the substitution requirements about to engulf a system which has never provided structured sick-leave cover. However, the Department's and employers' plans (on which TUI was not consulted at all) include no provision of additional staffing and little sign of any understanding of the challenges facing members. As of going to press, we remain engaged but with little sign of reaching agreement.

Continuing campaigns

TUI will not lose sight of long-standing issues because of the health crisis, with our primary target still the ending of the disgraceful pay discrimination suffered by so many of our more recently appointed members. Elsewhere in this edition you will find the industrial action directive regarding new online provision which is the only means left for TUI to protect third level members from those irresponsible employers who have established a shameful track record of imposing new online work practices without negotiation let alone consultation with the union, very often by exacting the additional work involved from their most vulnerable employees.

Remote Annual Congress

On 26th June, TUI convened our first remote Annual Congress. Many thanks to those in Head Office and on the relevant committees who worked so hard to make possible a successful and inclusive Congress which was as ever a vital element in our democratic structures. I look forward to the Special Congress later this year which will complete the outstanding agenda items and make policy decisions.

Representing members robustly and effectively

Since the formation of the new Government, TUI has met the Minister of Education and Skills Norma Foley and the Minister of Further and Higher Education, Research, Innovation and Science Simon Harris and, as I write, is due to meet the Minister of State with responsibility for Special Education and Inclusion Josepha Madigan. We wish the Ministers well in their portfolios and have made clear our determination to represent our members robustly and effectively.

Officer and staff changes

I want to record my appreciation for the work of Seamus Lahart over his two years as President, during which time he led the union through enormous challenges. I congratulate Liz Farrell on her election as Vice President and Michael Gillespie on his appointment as General Secretary. I look forward to continuing to work with Seamus, Liz and Michael in their new roles. Though now retired as General Secretary, John MacGabhann has agreed to provide much needed continuity and assistance to the union on a contract basis. I want to wish Gerry Quinn and Nadia Johnston well as they leave employment with TUI and move to pastures new.

Sad loss of Bernie Ruane

With great sadness, I first wore the chain of office at the funeral of Bernie Ruane who served the union with such distinction in numerous capacities and whose untimely death deprives us of a wealth of wisdom. Ar dheis Dé go raibh a h-anam.

Martin Majoram

Some key FAQs in relation colleges

Please see www.tui.ie for extended FAQ documents and the latest updates on developing issues.

Social Distancing/ Physical Distancing

What is social distancing/physical distancing?

Social/physical distancing involves minimising contact between potentially infected individuals and healthy individuals. TUI members should avoid all social/physical contact in schools, centres and colleges (for example, shaking hands) and also avoid sharing personal items such as pens, cups, etc.

Why is physical distancing so important?

It is important because it is the single most effective protection against transmission of the virus. In the context of the busy, crowded setting of a school, college or centre, it is a fundamental responsibility of management to provide and maintain this protection for staff and students.

What are the physical distancing requirements?

In line with the advice of the public health authorities, in all classroom settings, the physical distance of 2 metres should be maintained where possible. In exceptional

circumstances, where 2 metres cannot be achieved, a minimum of one metre physical distance (i.e. of clear space between the shoulder of one person and the shoulder of the next person, in any direction) is required.

Wearing of Face Coverings

Why is wearing face coverings so important?

It is important because, combined with physical distancing, it is an effective protection against transmission of the virus. In the context of the busy, crowded setting of a school or college, it is a fundamental responsibility of management to maintain this protection for staff and students by insisting that staff, students and visitors to the workplace wear appropriate face coverings.

Am I required to wear a face covering?

Yes. You must wear a face covering where it is not possible to maintain a physical distance of 2 metres, unless you have breathing difficulties.

I have a breathing difficulty and cannot wear a soft face covering. What happens?

If you are medically advised not to wear a soft/cloth face covering, you should wear a clear visor and remain 2 metres from others at all times.

What type of face covering should I wear?

As a general rule, cloth face coverings must be worn. This is in line with the advice of the public health authorities and has been established as a requirement by the Minister for Education/Government.

Cloth face coverings should be washed after every day of use and/or before being used again, or if visibly soiled.

Face coverings should not be worn if they are wet. A wet cloth face covering may make it difficult to breathe.

There are specified exceptions to the general rule. The public health authorities have stated that cloth face coverings should not be worn by any of the following group:

- Any person with difficulty breathing
- Any person who is unconscious or incapacitated
- Any person who is unable to remove the face covering without assistance
- Any person who has special needs and who may feel upset or very uncomfortable wearing the face covering, for example persons with intellectual or developmental disabilities, mental health conditions, sensory concerns or tactile sensitivity.

Can I wear a visor rather than a cloth face covering?

In certain situations, the use of clear visors should be considered; for example when staff are interacting with students with hearing difficulties or learning difficulties. In all other instances, cloth face coverings must be worn. It is of course open to TUI members to wear a visor as well as a cloth face covering.

to the safe return to schools, and centres

Do I have to provide my own face covering?

TUI members may wish to use their own cloth face coverings and are, in any event, expected to wash such coverings after every day of use and/or before being used again, or if the covering is visibly soiled.

However, schools and colleges are expected to have additional disposable face coverings available on site.

Should I wear medical standard face masks?

The use of medical standard face masks is not generally required in classroom settings.

However medical face masks should be worn in circumstances where TUI members need to be in close and continued proximity with students with intimate care needs, by SEN teachers working in ASD classrooms and by those teachers working as bus escorts.

Where medical face masks are required, they should be purchased by the workplace and are available under the PPE procurement framework.

My school/college/centre has put a perspex screen at my desk. Do I still have to wear a face covering?

Yes. TUI members, in many instances, will be moving from room to room and should therefore wear a soft face covering at all times. A perspex screen may be a useful additional protection but it cannot and does not reduce or remove the requirement that teachers/lecturers wear face coverings. Nor does it reduce or remove the requirement for a minimum of 1 metre physical distancing.

My school/college/centre has installed a perspex screen at my desk. Is it ok if I just wear a visor?

No, other than in the limited circumstances set out earlier. Based on public health advice, the Government has stated that all teachers/lecturers must wear a soft face covering where it is not possible to maintain a physical distance of 2 metres, unless you have breathing difficulties.

TUI members, in many instances, will be moving from room to room and should therefore wear a soft face covering as opposed to a visor unless working with a student with a hearing or learning difficulty. It is of course open to members to wear a visor as well as a cloth face covering.

Am I required to wear face coverings in other areas outside of my classroom, for example, in the staff room?

Yes. You must wear a face covering where it is not possible to maintain a physical distance of 2 metres.

Am I required to wear face coverings on public transport?

Yes. You must wear face coverings when traveling to and from school/college via public transport.

Will I ever be required to wear additional PPE?

Some work activities will require the wearing of additional PPE, including, but not limited to:

- Where a suspected case of COVID-19 is identified

- Where a teacher/lecturer is particularly vulnerable to infection but not categorised as being in the Very High Risk Group
- Where a teacher/lecturer may be living with someone in the Very High Risk category
- When administering first aid

Hand Hygiene

How often should teachers/lecturers and students wash their hands/use hand sanitiser in school?

- On arrival at school/college/centre
- When moving between classes
- Before eating or drinking
- After using the toilet
- After petting animals
- After playing outdoors
- When their hands are physically dirty
- When they cough or sneeze

Underlying illnesses/ conditions

I have a pre-existing illness and do not feel safe returning to school/college. What do I do?

The HSE has classified specified illnesses/conditions as putting persons at either Very High Risk or High Risk in the

event that they contract COVID-19. You will need to establish which category you are in as different procedures apply to each. Therefore, you should consult the HSE lists of illnesses. The list of illnesses/conditions is available at <https://www2.hse.ie/conditions/coronavirus/people-at-higher-risk.html>

Teachers/lecturers should also read CL49/2020 (Coronavirus (COVID-19): Arrangements for Teachers and Special Needs Assistants employed in recognised Primary and Post Primary schools) or CL 50/2020 (Arrangements for those working in Further and Adult Education) or CL 51/2020 (Arrangements for those working in Higher Education). All are available on the TUI website.

I have a condition/illness that puts me in the Very High Risk Category. What happens?

The HSE advice on the 'very high risk' groups can be found at: <https://www2.hse.ie/conditions/coronavirus/people-at-higher-risk.html>

Specific advice on the next steps to take for a TUI member who believes that s/he is in the Very High Risk Category are set out in the relevant circular letters:

Post-Primary Teachers

CL 49/2020 (Coronavirus (COVID-19): Arrangements for Teachers and Special Needs Assistants employed in recognised Primary and Post Primary schools) or

Further and Adult Education

CL 50/2020 (Arrangements for those working in Further and Adult Education) or

Higher Education

CL 51/2020 (Arrangements for those working in Higher Education).

I am in the High Risk Category. What do I do?

The HSE advice on the 'high risk' groups can be found at: <https://www2.hse.ie/conditions/coronavirus/people-at-higher-risk.html>

A TUI member in the 'high risk' group who is not otherwise ill must attend the workplace, unless advised not to do so by the Occupational Health Service.

If a teacher/lecturer remains concerned, details of the next steps they should take are set out in the relevant circular letters:

Post-Primary Teachers

CL 49/2020 (Coronavirus (COVID-19): Arrangements for Teachers and Special Needs Assistants employed in recognised Primary and Post Primary schools) or

Further and Adult Education

CL 50/2020 (Arrangements for those working in Further and Adult Education) or

Higher Education

CL 51/2020 (Arrangements for those working in Higher Education).

Caring/ Childcare Responsibilities and Pregnancy

Can I apply for Parental Leave or Carer's Leave if I have caring or childcare responsibilities or am living with a person/s with a high risk or very high risk of contracting COVID 19?

Yes. You are entitled to have a request to avail of existing, relevant leave

entitlements considered by your employer.

I am pregnant. Am I required to attend work?

Under the current HSE guidelines, a pregnant employee is not deemed to be at very high risk of serious illness from contracting COVID-19, unless suffering from a serious heart condition, in which case alternative working arrangements will be put in place.

If a pregnant TUI member remains concerned that they are in the High Risk or Very High Risk categories, they should consult the sections on the next steps to be taken in the relevant Circular Letters CL49/2020 (Post-Primary), CL 50/2020 (Further and Adult Education) and CL 51/2020 (Higher Education).

If a pregnant teacher/lecturer has been advised by OHS not to go to work, she will be facilitated to work from home.

If a pregnant teacher/lecturer has been advised to go to work by OHS and she still has concerns and has been certified as ill by a GP not to go to work, normal sick leave rules apply.

If a teacher/lecturer has a pregnancy-related illness the normal rules for such illness apply.

Procedure for Dealing with Health and Safety Concerns in Schools/Colleges/Centres/loTs/TUs owing to Covid-19

What legislation governs Health & Safety (H&S)?

The Safety, Health and Welfare at Work Act, 2005, The Safety, Health and Welfare at Work (General Application) Regulations 2007 and associated legislation govern the area of health & safety.

The Safety, Health and Welfare at Work Act 2005 requires employers, so far as is reasonably practicable, to ensure that their activities are managed and conducted in such a way as to safeguard the safety, health and welfare of employees.

The aim is to prevent injury and ill health of employees while at work and to protect others who are not employed but may be exposed to health and safety risks as a result of our work activities i.e. students, visitors etc.

What are my H&S responsibilities in terms of Covid-19?

Employers and all employees in a school/college/centre/loT/TU have responsibilities and duties. An employee, must:

- Comply with the school/college/centre/loT/TU Covid-19 Response plan, for example, by maintaining physical distancing¹, wearing face coverings and good hand hygiene
- Comply with safety and health legislation
- Take reasonable care to protect her/his own safety, health and welfare and that of any other person who may be affected by her/his acts or omissions at work
- Co-operate with the Employer and any other person to enable them to comply with health and safety legislation
- Not engage in improper conduct or other behaviour which could endanger his or her safety, health and welfare or that of any other person.

Procedure for dealing with Covid-19 H&S concerns:

The Covid-19 response plan makes provision for a workplace to have a Lead Worker Representative (LWR). In the first

instance, concerns or issues that arise are processed in accordance with the procedures specified in the Covid-19 response plan. However, if those procedures are not applied in a fair and prompt manner or if the issue is not satisfactorily resolved, the TUI reserves the right to act on behalf of members to protect their health and safety, as outlined in the following steps.

Step one:

If a TUI member wishes to raise a Covid-19 related health and safety issue in a school/college/centre/loT or TU s/he should, in the first instance, inform the Lead Worker Representative (LWR). The member should also advise the TUI Workplace Committee (WPC) and the WPC should keep a record of this.

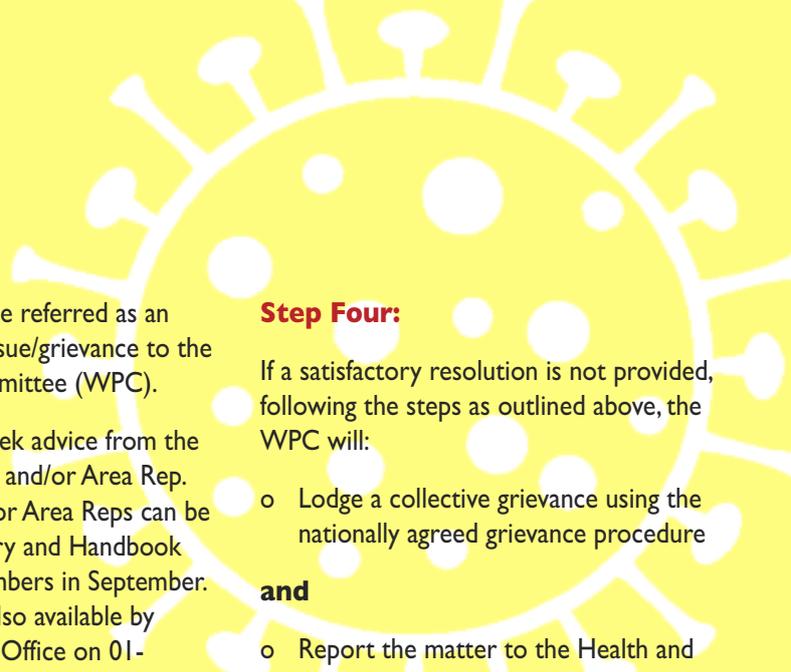
Step Two:

The LWR will deal with issues that arise in line with the procedure set out in the workplace Covid-19 Response Plan. This includes raising the matter with school/college/centre/loT/TU management/employer immediately and keeping a record of all Covid-19

¹ In all education settings, the physical distance of 2 metres should be maintained where possible. In exceptional circumstances where 2 metres cannot be achieved, a minimum of one metre physical distance (i.e. of clear space between the shoulder of one person and the shoulder of the next person) is required along with the wearing of face coverings. In Post-Primary schools, school management must complete the following steps as a means of ensuring compliance with the physical distancing requirement (minimum of one metre).

- Reconfigure class spaces to maximise physical distancing
- Utilise and reconfigure all available space in the school in order to maximise physical distancing
- Review Timetables
- Reconfigure Classes
- Consider Use of Live Streaming within the School
- Access available spaces within the local community

If, having applied all of the six steps above, there is still a difficulty in complying with the physical distancing requirement, the principal teacher is expected to contact the DES dedicated helpline for advice and assistance. The Principal teacher should also consult with the LWR and advise the TUI workplace committee of the difficulty. The TUI will support the school in any efforts or representations it makes to secure the additional resources necessary for compliance with the physical distancing requirements.



problems, areas of non-compliance or defects that the LWR has identified or that have been reported to her/him.

Under this procedure the employer is expected to act promptly on these representations. If unable or unwilling to do so, the employer (for example, school/college/centre/loT/TU management) must detail the reasons why, in order that the LWR can escalate the issue of concern, in the manner specified in the Covid- 19 Response Plan.

If a concern is resolved, the LWR must record any actions taken to rectify the concern and inform staff.

Step Three:

If, notwithstanding the efforts of the LWR, a concern has not been addressed to the satisfaction of the TUI member/s, the

matter should then be referred as an industrial relations issue/grievance to the TUI Workplace Committee (WPC).

The TUI WPC can seek advice from the local Branch Officers and/or Area Rep. The contact details for Area Reps can be found in the TUI Diary and Handbook that issues to all members in September. Contact details are also available by contacting TUI Head Office on 01-4922588 or tui@tui.ie.

The TUI WPC will meet with management immediately and seek to resolve the matter. In an ETB, if a satisfactory resolution is not provided by local management, the WPC will advise the local Branch who will contact the ETB (Director of Schools, Director of Further Education and Training, Director of OSD, Human Resource Department, as appropriate) to seek an immediate resolution of the matter.

Step Four:

If a satisfactory resolution is not provided, following the steps as outlined above, the WPC will:

- o Lodge a collective grievance using the nationally agreed grievance procedure

and

- o Report the matter to the Health and Safety Authority. If the HSA sends an inspector to the workplace, the LWR is entitled to accompany them during the inspection and to get a copy of any recommendations or orders. This should, in turn, be provided to the TUI WPC.

and

- o Where relevant, report the matter to the Health Service Executive (HSE).

Important information for members with underlying conditions/illness – Update on OHS Risk Assessments including details of Review Procedure

Following serious concerns expressed by members in relation to how the Occupational Health Service (i.e. Medmark) had categorised their underlying condition/illness in terms of COVID-19, the TUI raised the matter with the Department of Education and Skills, the Minister and in the media.

Minister Norma Foley subsequently wrote to the Union to confirm that any member who has concerns in relation to their categorisation will have access to a review by an internal team of occupational health specialists.

Subsequent to receiving this correspondence, the TUI sought and received the following clarification on the review process:

Initial Procedure:

- A detailed questionnaire is submitted to Medmark. Detailed medical evidence to provide further clarity with respect to the medical complaints in question is also submitted. All of this information is reviewed by a specialist occupational health physician, with care and detailed

consideration. This includes an assessment of the combined and cumulative risk that can arise when an individual suffers from more than one health condition. The risk assessment is comprehensive and follows the same process that is being applied across other sectors. There is nothing happening in Education that is new or different from other places of employment.

- The outcome of the risk categorisation is in large measure governed by the HSE guidance. However, Medmark retains the discretion to place someone into the higher risk group if they feel they have more than one complaint and that their combination of risks warrants a higher categorisation. No individual is placed at a lower level of risk than that set out by the HSE standards.
- There is an obligation on the employer to examine the COVID-19 Response Plan in the school and ensure that all appropriate risk mitigation measures are in place.

Review Procedure

Where an individual feels that they have been placed in an incorrect risk category, a review process has been put in place by Medmark.

- Members should email Medmark to request a review as follows:
 - Members send an email to cork@medmark.ie
 - In the Subject box they type in “Risk Assessment Review”
 - You may attach additional medical evidence should you wish to do so and should include your name and date of birth in the email
- The review will be undertaken by a team of four specialist occupational physicians who re-evaluate the medical evidence and deliver a consensus opinion on the risk categorisation. If someone is considered borderline, Medmark indicates that it is highly likely they will be given higher categorisation.

We will keep members updated on these critical issues.

New members on TUI Executive Committee

With effect from Annual Congress 2020, which took place on 26th June, there are four new members on the Executive Committee. Sincere thanks are extended to departing members **Maura Carroll** (Area 5), **Les Begley** (Area 7) and **Mike Lyons** (Area 9) for their diligence and hard work on behalf of members over the course of their terms. **Liz Farrell** (formerly Area 1 Representative) took up the office of Vice President on 1st July.



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Wicklow, Kildare, Laois, Carlow

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Curragh Post Primary School,
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AREA 5 -
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NOEL CRONIN
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AREA 7 -
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SHANE CURTIN
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Michael Gillespie takes over office of TUI General Secretary

Michael Gillespie took over the office of TUI General Secretary on 15th August.

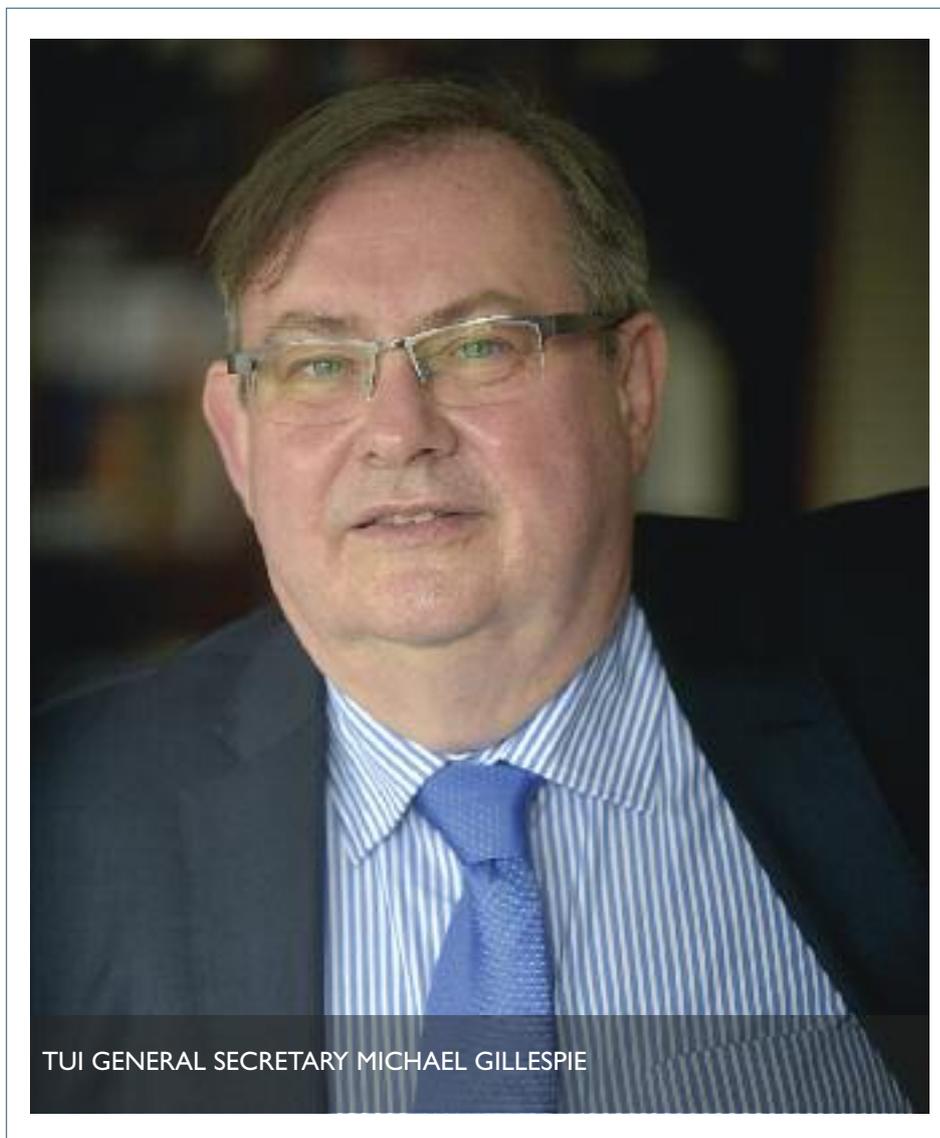
A native of Co Kildare, Michael attended Maynooth Post Primary School before studying Physics and Maths in Maynooth University. For 25 years he was a teacher of Physics, Science and Maths in St. Brendan's Community School, Birr, Co Offaly. A Union activist throughout his teaching career, he has held several TUI elected offices, including workplace representative and various branch officer positions. He was also a member of the Executive Committee of TUI and held the position of Honorary Treasurer with the Union.

Since 2013, when he was appointed to the position of Assistant General Secretary, Michael has been a senior official of the Union. Following a recruitment process, his appointment as General Secretary was approved by the Union's Executive Committee before being ratified by Annual Congress on 26th June.

Michael is married to Mary, a second level teacher, and has two teenage daughters of school-going age.

Speaking of his appointment, Michael said that 'it is an honour to serve the members of TUI across the varied sectors in which we represent members. From my earliest experiences as a teacher, I have always been passionate about the transformative potential of education both for the individual and for society. However, to realise this goal, the terms and conditions of employment of our educators must be protected and, whenever and wherever possible, enhanced.'

'While most of our recent focus has, by necessity, been on the challenges posed by the global health emergency, the



TUI GENERAL SECRETARY MICHAEL GILLESPIE

scandal of pay discrimination afflicting those appointed since 2011 has not gone anywhere and must be eliminated as a matter of urgency. It remains an insult to the profession that two teachers or lecturers be paid at different rates for carrying out the same work.'

'There is also much to be done in terms of severe funding deficits at Third Level and addressing the absence of appropriate terms and conditions for those working in Further and Adult education.'

'Of great personal concern to me as a teaching professional was the drift towards bureaucratisation and form-filling at the expense of the classroom teaching and learning that defines the profession. We must reverse this trend for the good of all in the school and college communities in which we represent.'

'I will work tirelessly on behalf of all members to protect and promote our profession.'

TUI President pays tribute to outgoing General Secretary John MacGabhann

TUI President Martin Marjoram has paid tribute to departing General Secretary John MacGabhann, who served in the role between December 2011 and August of this year.

‘Any TUI member who spent even a few minutes with John would have been immediately aware of his deep passion for both education and trade unionism. From my own experiences with him in various roles over the years, I found his judgement on difficult issues to be unerringly sound. There was nothing accidental about this – John always took a forensic approach to his work, devouring the relevant documentation and thinking through every aspect of the various thorny matters that arose for the Union.’

‘While always courteous, John was an extremely tough and formidable negotiator on behalf of the Union, with countless threats to the conditions of service of members eliminated behind closed doors before they ever became public.’



JOHN MACGABHANN

Best wishes to Nadia Johnston as she departs for pastures new

Everybody at TUI sends their appreciation and best wishes to Nadia Johnston, who left her position of Administrative Officer in August to take up a new role elsewhere. A native of Dundee in Scotland (and a proud Dundee United fan), Nadia served in her role with great distinction from her appointment in the summer of 2013 right up to her recent departure. At the time of going to print, the recruitment process to replace Nadia is ongoing.



NADIA JOHNSTON



*The 2020/21
TUI diary/handbook and
wallplanner have been
distributed to all workplaces*



Profound sadness at passing of our great colleague and friend Bernie Ruane



It was with profound sadness that we learned of the death of our great colleague and true friend, Bernie Ruane in July.

Bernie served the TUI with unrivalled dedication and distinction over many years and in many representative roles, including that of TUI President - an office that she graced from 2010 to 2012. From 2016 to her retirement earlier this year, she again deployed her knowledge, experience and compassion in the service of members and

the union cause, this time as Assistant General Secretary.

Bernie will be sorely missed and fondly remembered by all of us and not least by the many members of the TUI whom she represented with skill, intelligence and wisdom. Her mischievous and self-deprecating sense of humour, inextinguishable optimism, tactical nous and boundless energy and enthusiasm marked her out as one of a kind.

Her pride in her family was always evident and her devotion to all things Clare, especially its hurling, absolute.

To her husband John, sons Seán and Cathal, sisters Kathleen, Mary and Patricia, brothers Patrick, Liam and Gerry and her extended family we offer our deepest sympathy.

Braithimid uainn í.

Suaimhneas síoraí dá hanam uasal.

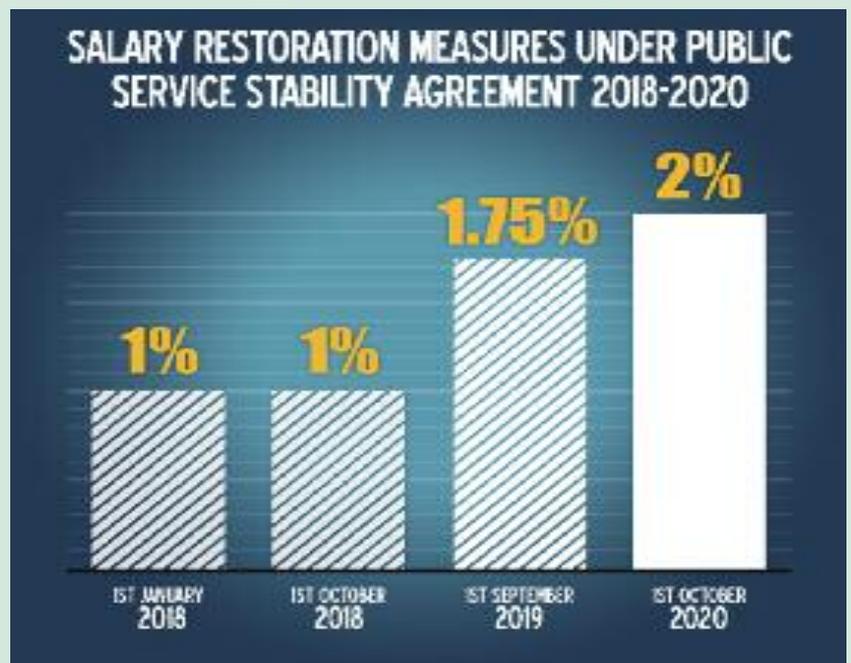
Salary restoration for TUI members from 1st October 2020

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 due to be increased by 2% with effect from 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

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



Minister's decision on Munster TU application – industrial relations matters must be addressed as a matter of urgency

The then Minister for Education and Skills Joe McHugh announced the decision to grant Technological University Status to the TU Consortium made up of Cork Institute of Technology and Institute of Technology Tralee on 26th May.

Clearly, this decision has both regional and national implications.

TUI members in Cork Institute of Technology and the Institute of Technology Tralee have been central to

the development of a model of higher education provision that will work best for students and the broader community that they serve.

However, as the Minister noted in his statement, there remains a range of industrial relations matters that require resolution. He stated that particular focus should be maintained in 'further engagement with staff representatives to resolve outstanding industrial relations issues before the appointed day of establishment.'

These matters must be addressed as a matter of urgency.

The TUI stands ready to engage with management of the Institutes to negotiate resolutions that honour the Memorandum of Understanding agreed between the Union and the Institutes. It would seem entirely reasonable to expect a similar level of commitment by the two Institutes.

Directive on online learning - to all TUI Members in Institutes of Technology/ TU Dublin/Technological Universities

A motion was adopted at Congress 2019 which instructed the Executive Committee to conduct a ballot of all Third Level members to authorise industrial action if a satisfactory national agreement between the Union and the management side in regard to the development and delivery of online and digital learning was not in place by the 1st September 2019.

Due to the refusal of the Official Side to concede TUI's claim for a national agreement on the matter, the Union balloted Third Level members in the following terms in December 2019:

"In order to secure such an agreement, do you agree to engage in industrial

action as directed by the Executive Committee of TUI? The industrial action will be, systematically and incrementally, to withdraw from all forms of activity relating to the development and delivery of all online modules and all online courses. The industrial action will be phased; in the first instance to refuse to engage in the development of new online learning modules/courses. Subsequent action will be taken as directed by the TUI Executive Committee, having regard to existing local agreements."

In the ballot, 93% of members voted in favour of industrial action. Regrettably, since then, the required national agreement has not been secured.

Therefore, with effect from 14th August 2020, TUI members, irrespective of grade, are directed not to engage in the development of new online learning modules/courses, i.e. to withdraw cooperation from, and cease all activity in relation to, the development and delivery of new online modules and new online courses, except where a local agreement with TUI takes due account of the additional workload involved in such modules and courses.

Of course, the TUI, as always, is available and willing to discuss a resolution of the dispute and has so advised management.

A reminder of some

At the start of a new academic year, members are reminded of some key Union 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 is now 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" (related exclusively to Junior Cycle) per week.

Class Contact Directive for teachers with an Involvement in Junior Cycle

Teachers who have an involvement in Junior Cycle and who do not hold the post of Principal Teacher, Deputy Principal Teacher or Assistant Principal 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.

Principal Teachers, Deputy-Principal Teachers and those teachers with an Assistant Principal 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.

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 out in the relevant Department of Education Circulars, minus the 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 must work their timetabled hours up to but not exceeding 22 hours.

Principal Teachers, Deputy-Principal Teachers and Assistant Principal 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 out in the relevant Department of Education Circulars.

the key TUI directives

CLASS SIZE DIRECTIVE

** This directive should be read in conjunction with the current physical distancing guidelines which state a distance of 2 metres should be maintained where possible, or, in exceptional circumstances where 2 metres cannot be achieved, a minimum of one metre should be maintained.*

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 Subject Classes not covered by the above

■ Learning Support		15 (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 POR 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 CL 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.

WE'RE LENDING



Teachers' Union of Ireland Credit Union is here to support you



During the Covid-19 pandemic, credit unions were on hand to support members during a very challenging and uncertain time. Credit unions have shown tremendous innovation and flexibility to continue to deliver their services. As restrictions are lifted, and people plan for the future, it's now more important than ever to let people know that we are here to support our members and the economy and that credit unions are lending.

No matter the loan, be it for home improvements, a car, back to school, or student loan, our doors here at the Teachers' Union of Ireland Credit Union (TUICU) are open. We cater for loans of all sizes and are here to support and here to lend.

We continually tailor our services and products to our members' needs and encourage anyone who is planning

to take out a loan to talk to us first. We offer fair and affordable loans to our members. We are always happy to work with each member individually to structure loan repayments to work best for their individual needs and financial circumstances.

Throughout the country, credit unions have been named the most highly regarded organizations in Ireland in the recent RepTrak® 2020 study carried out by The Reputations Agency. Credit unions took the top spot for their levels of trust, respect, admiration, and esteem. We know our members trust us, and now we need them to know that we can support them and get the message across that we're lending.

We offer loans to suit our members' needs. Our loans are typically approved within 48 hours of receipt of your application and supporting documentation. And you only need €11 in your account to apply for a loan, with 99% of loan applications approved in full this year. We offer loans to existing members, members we may not have seen for a while, or who's membership might have lapsed, and of course, those who have yet to become members and may be new to the credit union's idea.

For more information on becoming a member or applying for a loan, please visit www.tuicu.ie, call or contact us today and enquire because we are open to new members and we are lending!

Contact us today: info@tuicu.ie, (01)4266060 or visit www.tuicu.ie

Win an iPhone 11!

SPECIAL PROMOTION FOR NEW MEMBERS JOINING ONLINE

Join as a new member joining through the TUI Credit Union App between 1st September-30th November 2020 and you will be in with a chance to win the iPhone 11.

The draw will take place Wednesday, 9th December 2020, just in time for Christmas.

The TUI Credit Union app available for Android and iOS check it out today!





TWO SCHOLARSHIP AWARDS 2020!

€1,500 PER ANNUM FOR UP TO 4 YEARS

TUI Credit Union holds an annual Scholarship competition, giving away a prize of **€3,000** to **two** lucky students! That's €1,500 per year for up to four years*!

Are you interested in our Scholarship Award?

*Applicants must be a member of the Teachers' Union of Ireland Credit Union before the 2nd October 2020. Closing date for applications 2nd October 2020. The successful applicants will be picked by lottery on Friday 9th October 2020.

Your chance to win €1,500 for 4 years of college. Application form available on our website www.tuicu.ie, call us on (01) 4266060 or email info@tuicu.ie

Going to College?



Get Your Education Loan @
5.84% Variable (5.99%* APR)

If you are not the lucky winner of the scholarship,
we always have our Education Loan!
APPLY ONLINE WWW.TUICU.IE

Our Educational Loan allows members to apply for approval for the full amount of 3rd level costs that will be incurred over the duration of the course (typically from 1 to 4 years) and then draw down the loan in various stages and amounts as and when required during this period.

This gives the member peace of mind knowing they have the financial resources to put their child/children through college.

*Terms & Conditions Apply

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 19,000 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 in Education and Training Boards, Institutes of Technology, Technological Universities, 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).

Guide to Teaching

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

- Treoir do Mhúinteoirí Nua

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.

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 and 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 Schools 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 issued letters to the Management Bodies to this effect.

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.



Entitlement to a CID

Unfortunately, in recent years, it has 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.

annual salary you would be on if you were full-time and you will be paid up to the 31st August. This type of part-time employment has traditionally been called regular part-time work (RPT) or pro-rata part time (PRPT).

Payment for Part-Time Work

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

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

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:

$$\begin{aligned} \text{Portion of salary} &= 16/22 \\ \text{Your part-time salary} &= 16/22 \times €36,953 = €26,875 \end{aligned}$$

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 s/he has any involvement in Junior Cycle. If s/he has no involvement in Junior Cycle, a weekly 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 s/he 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 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

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 (for 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 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. 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.

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. 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 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 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 except lecturing. 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 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. If you have a CID for less than 18 hours, Circular Letter 59/16 (ETB and C&C sector) and Circular Letter 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, if 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 and to 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.

If you find that you are the subject of a Teaching Council complaint you should contact your TUI Area Representative or the relevant TUI official before you do anything in relation to the complaint.

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.

Droichead

NQTs must participate in Droichead - a school based non-evaluative induction.

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 branch or your Area Representative for advice.

Employee Assistance and Wellbeing

The DES provides an Employee Assistance and Wellbeing Programme for teachers. This includes a free confidential service accessible by means of a free phone telephone helpline available 24 hours a day, 365 days a year, providing counselling on a range of personal health and wellbeing issues given by qualified clinicians. Up to 6 face-to-face counselling sessions are available to provide supportive and solution-focused care based on an individual's clinical needs. The telephone service also provides specialist information, support and advice in relation to family, financial, legal, work related and consumer information services as well as providing management support.

The service is accessible through the Freephone Helpline at 1800 411 057 and is

available 24 hours a day, 365 days a year. Employees can also text 'Hi' to 087 369 0010 to avail of EAS support on SMS and WhatsApp.

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 Industrial Relations 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 s/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
- Continuing Professional Development
- The direction of Education in Ireland

How do I contact TUI?

Members can make contact with their workplace Representative/s, the Officers of their branch or their Area Representative in the first instance. 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: 01 492 2588
- Email: tui@tui.ie
- Website: www.tui.ie
- Facebook: Teachers' Union of Ireland
- Twitter: @TUIunion

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

* All information is correct as at August 2020 but is subject to change.

Protect your Career Join the TUI today

Teachers' Union of Ireland,
73 Orwell Road, Rathgar, Dublin 6, Ireland, D06 YP89
Tel: +353 1 492 2588 Email: tui@tui.ie www.tui.ie

Update on school self-evaluation and inspections for 2020/21

In June 2020, The Department of Education Inspectorate issued Circular 41/2020 to post-primary schools. This circular addresses issues of school self-evaluation and inspections for the forthcoming school year 2020/2021.

As stated in the new circular:

“Under Circular 40/2016, the second cycle of school self-evaluation (SSE) was due to cover the period from September 2016 to June 2020 and a third cycle was due to commence in September 2020. The Department of Education and Skills recognises that because of the extended period of school and centre closure that has taken place since 12 March 2020, students, parents, teachers, principals, coordinators and boards of management may have been unable to engage in SSE activity during this time. In view of this, the Department of Education and Skills is

extending the second cycle of SSE until June 2021. Consequently, the third cycle of SSE, which had been due to commence in September 2020, will now commence in September 2021.

This means that there will be no new SSE requirements for schools and centres for education in the school year 2020/21.

In the school year 2020/21, schools and centres for education will have the flexibility to:

- Use the SSE process to help them to address the challenges that will arise from the re-opening of schools and centres in line with public health advice. These may include, for example, issues concerning the organisation of the daily routines of schools and centres, student and staff wellbeing, adjustments (if required) to curriculum and assessment, and changes to

teaching, learning and assessment practices

AND/OR

- Complete work on the aspects of teaching and learning that they had selected as the focus for self-evaluation in the period 2016-2020.

As schools and centres for education use the SSE process to identify the key actions that are relevant to their own context, they may find it useful to include additional or adjusted targets/actions in their existing school/centre self-evaluation report and school/centre improvement plan. As always, while documentation should not be the focus of SSE throughout 2020/21, key decisions should be recorded in a way that is meaningful for the school or centre community.”

My Art, My Story – Union initiative for young people in Direct Provision centres in Laois

Covid-19 emergency measures have placed enormous additional burdens on families living within Direct Provision. By its very nature, Direct Provision does not facilitate social distancing and families who are trying to deal with their previous lived experiences are finding their issues have been compounded by lockdown measures. Young people have been particularly affected by the closure of schools and clubs and Covid-19 measures have restricted their integration within the wider community.

As Vice President I am delighted that one of the of the first initiatives of my term of office is a project with my colleagues in TUI's Laois branch (Area 1), Laois ASTI branch and the Laois African Support Group (LASG). It is great to be part of

this local initiative involving teachers working together in support of a social inclusion arts project, which is entitled MY ART, MY STORY.

Everyone at the LASG is proud of the support and effort of the TUI and the ASTI in facilitating this programme with the young residents in the Direct Provision Centres in Laois. The young people involved have responded with such an overwhelming sense of excitement and engagement and this really helps us realise the magnitude and potential of this programme. Through work like this we hope to break barriers, initiate change, and most of all educate ourselves and others about our unique diversity.

In these difficult times, it is important for the TUI to support student wellbeing both

inside and outside the classroom.

The art project will supply young people living in Direct Provision centres in Laois with art packs which will enable their participation in a community art project. The project will allow young people express their creativity and have their artwork published in a virtual exhibition. The two branches have also managed to source resources for prizes.

This initiative could be explored by other branches throughout the country, reaching out to new communities and building better lives by working together.

Liz Farrell, Vice President, TUI

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. unpaid maternity leave 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, Voluntary Secondary and IoT/TU sectors.

DAS forms are available on page 37 of this magazine and also on the TUI website – www.tui.ie. They are 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 www.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 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 underdeveloped 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 will be 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 Marie Sandland via email msandland@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 13th November 2020 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:

- Haiti Orphanage Project (Improving conditions and infrastructure in orphanages & provision of medical supplies)
- 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. 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 all members are encouraged to nominate a chosen project before the closing date.

The Teaching Council has provided the following updates for members

NQT Summer Registration Process

Following the 12 March lockdown, the Council decided to move the NQT summer registration process online and reduce manual processes. This is the fast-track process where the HEIs transfer the graduate results to the Council once the exam boards/courts have occurred and results are finalised. The registration process can only commence after this transfer. The results are then queued and processed in sequence. All NQTs were asked to complete vetting in advance and registrations were completed for over 3,000 NQTs.

Emails with the relevant instructions were issued to the NQTs and when ready, the NQTs are provided with a link and asked to log in to the Council system to confirm that their records are correct, make their declarations and pay the initial registration fee. All this was done online. In order to ensure a fair and equitable process, all NQTs were dealt with in rotation and in order of transfer date.

Renewal of Registration

In March, the Council gave an undertaking not to remove any teacher from the Register for non-payment of fees. During the past few months a number of teachers have not renewed their registration despite additional reminders being sent by email and SMS. As the country moves to Phase 4, the Teaching Council has begun to issue the 28-day notification letter. This means that teachers will be given 28 days final notice to pay their renewal fee before lapsing from the Register.

Starting from 13 July 2020, teachers with renewal dates up to the end of March 2020 were asked to pay their registration renewal fee within 28 days. Then on the week beginning the 28 July 2020, teachers with renewal dates up to and including June 2020 were issued with the 28 day notification. The process is continuing to return to normal and teachers are being asked to renew on time.

As you are all aware this means that should teachers lapse they are then not eligible to receive a State-funded salary and must re-apply for registration. This may include vetting and provision of qualification documentation if the Council does not already hold valid documentation for the teacher. Furthermore it is not possible to backdate re-registrations to cover periods of non-registration.

Expiring Conditions and Extension Requests

The Council has extended the time frame for all teachers with conditions expiring between March and September given the exceptional nature of the past few months. All the teachers involved were communicated with and their records updated. In line with re-opening the country, teachers with conditions expiring in October and November 2020 have been asked to either forward evidence that they have completed their conditions or to request an extension to that time. Extension Request Forms (EXT-01 Forms) with supporting documentation can be submitted by email as soon as possible to conditions@teachingcouncil.ie

Droichead

As in all school years, the months of July and August saw the greatest number of Form Ds being submitted to the Council by NQTs who have engaged the Droichead process. The forms were processed in rotation and teachers' registrations updated accordingly. Guidance in

relation to the operation of Droichead in 2020/2021 including frequently asked questions (FAQs) and updated Transitional Arrangements to provide additional flexibility to teachers who partially completed Droichead this year will be published on the Council's website at the start of the new school year.

Re-Vetting

Currently the mainstream re-vetting of teachers will remain on hold. This process will re-commence in the new school year and notifications will be issued to the relevant teachers 6 months in advance of their renewal dates. Teachers who are currently registered or previously registered with the Council may submit the required documentation including a scanned signed consent form by email. Standard vetting and vetting for employment purposes are progressing as normal.

The Teaching Council was delighted to launch the CROÍ eBook this summer.

The CROÍ eBook contains short videos with information on the resources the Council makes available to registered teachers under its CROÍ initiative. These resources include the John Coolahan Research Support Framework, through which the Council makes €100,000 available each year for registered teachers engaging in and with research; the online library which includes thousands of articles and journals and a collection of eBooks which are made freely available to registered teachers; access to all previously broadcast Teaching Council research webinars and ezines; information about T-REX, a new online space for teachers and other educational researchers.

Just click in 'CROÍ eBook' under the 'Research' tab on the Teaching Council's website to find out more.



We are delighted to announce that FÉILTE will take place online this year.

We are unable to hold FÉILTE in its typical physical format, but we have secured an

excellent platform for this online festival experience. It will take place on Saturday, 3 October from 10.30am to 4.30pm! Have a look at what you can expect from online FÉILTE.

FÉILTE 2020 will have more choice than ever for attendees and will feature a packed programme full of live and interactive content as well as live connectivity with speakers, participants and fellow attendees!

It has everything you know and love about FÉILTE, but it's online. Think of a television production, rather than a Zoom meeting! The theme of Connecting to Collaborate – Empathy with our Communities is perhaps more relevant than ever! Mary Robinson will be live in studio from 10.30am for her keynote interview. Attendance is free! Register for FÉILTE now.



Survey findings highlight huge challenges involved in safe re-opening of schools – TUI calls for strict adherence to regulations and more resources

A survey of over 120 second level schools carried out by the Union's Principals' and Deputy Principals' Association (PDA) in August illustrated the significant challenges and issues involved in a safe reopening for the new academic year. The findings received extensive media coverage upon their release on 25th August.

Key findings of online survey of Principals and Deputy Principals in 124 schools carried out between 11th- 18th August 2020:

Health concerns of teachers

- 66% of respondents were aware of teachers in their schools with underlying health issues that put them in the very high-risk category in terms of Covid-19
- 73% were aware of teachers in their school who live with family members who have underlying health issues that make them extremely vulnerable in terms of Covid-19

Difficulties employing substitute teachers

- 98% of schools experienced difficulties employing substitute teachers over the past twelve months. 81% of these believe

that pay discrimination was a significant factor in this

Difficulties employing builders or contractors to make adjustments

- 47% of schools encountered difficulties employing builders or other contractors with the required skills/expertise to make required adjustments

Teaching and learning

- 95% believed that teachers in their school want to return to face-to-face teaching and learning, but as TUI has consistently stated, this must be done in a manner that protects the health and safety of all
- 73% did not believe that students have the required IT facilities to participate in remote learning if their school was required to close for a period

Speaking about the findings, TUI General Secretary Michael Gillespie described the safe re-opening of schools as 'an unprecedented challenge' stating that 'there can be no departure from the specified physical distancing measures in schools. Every school must adhere to this key protection.'

'The survey findings highlight that most schools will have both teachers with underlying health issues that put them in the very high-risk category and also teachers who live with family members who have underlying health issues that make them extremely vulnerable in terms of Covid-19. This is a hugely stressful time for them. Our members have a range of justified concerns in this regard and we will continue to raise them on an ongoing basis with the Department.'

Adrian Power, President of the PDA highlighted that our education system was woefully underfunded before ever the current health emergency arose, with Ireland rock bottom in terms of spend on second level compared to other OECD countries.

'In addition, there has been a recruitment and retention crisis in schools for a number of years, with 98% indicating that they have experienced difficulties employing substitute teachers over the past twelve months,' he said. 'This will undoubtedly pose problems in the coming months should the need arise due to absences and there will be an ongoing need for funding from the Department.'

Following first year's success, TUI's accredited course in Trade Union Studies will run again in 2020/21

In October 2019, the TUI set up its first online course for Union representatives in collaboration with the City of Glasgow College Trade Union Centre. 18 members completed the course in March 2020 having completed 9 online activities, which addressed topics such as the role of representatives, how to access resources and how to deal with disciplinary and grievance procedures.

The course is fully accredited and the successful participants members were awarded a level 5 Certificate in Trade Union Studies. The participants came from all the various sectors that the TUI represents and all spoke of the enjoyment they got from doing the course and how it gave them extra confidence in fulfilling their various roles in the TUI from member of the Workplace Committee to Branch Officer.

The TUI is now inviting applications for a limited number of places for next year's course which is scheduled to commence in October 2020. For further information or to enrol contact John O'Reilly at joreilly@tui.ie



PARTICIPANTS IN LAST YEAR'S COURSE

TUI in the media

Over the last several months, there has been significant and intensive media focus on a range of education issues linked to the national health emergency, including the closure of schools and colleges, the initial rescheduling of the Leaving Certificate written examinations, the cancellation of the Junior Certificate examinations, the move towards a system of calculated grades to allow this year's Leaving Certificate students to progress to the next stage of their lives and, more recently, various developments on the re-opening of schools, colleges and centres.

Over this period of time, the Union issued a number of statements and responses, many of which are available on the TUI website. In addition, TUI representatives took part in countless media interviews on news and current affairs programmes on radio and television.

A summary of the Union's media activities with links to relevant articles and programmes can be accessed from the Media Coverage link at the end of the TUI website's homepage.

THE IRISH TIMES

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TUI PRESIDENT MARTIN MARJORAM DISCUSSING THE RE-OPENING OF SCHOOLS ON RTE'S PRIME TIME PROGRAMME

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Standardised School Year 2020/21

October 2020 mid-term break

All schools will close from Monday 26th October 2020 to Friday 30th October 2020 inclusive.

Christmas 2020

All schools will close on Tuesday 22nd December 2020, which will be the final day of the school term. All schools will re-open on Wednesday 6th January 2021.

February 2021 mid-term break

Schools will close from Monday 15th February 2021 to Friday 19th February 2021 inclusive.

Easter 2021

All schools will close on Friday 26th March 2021, which will be the final day of the school term. All schools will re-open on Monday 12th April 2021.

See Department of Education and Skills circular letter 005/2020 for full details. The circular can be downloaded from the TUI website.

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Further information:
Pat O'Leary po.oleary@ucc.ie / 067 3298052



Gearrchúrsa sa Ghaeilge Ghairmiúil Aonad na Gaeilge, Ollscoil Luimnigh

An spéis leat a bheith ag teagasc in earnáil an Ghaeilgeachais?

Déanfar modúl teanga do mhúinteoirí cáilithe agus do mhic léinn an oideachais a sholáthar ar líne don chéad uair san Fhómhar 2020.

Tá an gearrchúrsa teanga seo oiriúnach d'éinne atá ag súil le post a fháil in earnáil an ghaeilgeachais. Chomh maith leis sin, oireann sé do mhúinteoirí reatha a bhfuil spéis acu cur lena gcuid scileanna teanga agus ar a gcuid eolais ar acmhainní. Pléifear go praiticiúil le comhthéacsanna éagsúla na Gaeilge mar sprioctheanga i scoileanna lán-Ghaeilge.

Díreofar ar rannpháirtithe a ullmhú d'agallamh proifisiúnta i nGaeilge agus don scrúdú cainte a bhaineann leis an Teastas sa Ghaeilge do Mhúinteoirí Iarbhunscoile chomh maith.

Scéideal: Ceardlanna beo ar líne (18.00-21.00) ón 30 Meán Fómhair – 16 Nollaig 2020, araon san áireamh

Táille: €300

Tuilleadh eolais: ciara.considine@ul.ie

Gréasán: www.ul.ie/aonadnagaeilge

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Annual Congress 2020 – a very different event for very different times

Following the decision to postpone Annual Congress at Easter, it was decided to hold Annual Congress 2020 online, commencing on Friday, 26th June. The decision to hold Annual Congress online accorded with legal advice obtained by the TUI. This legal advice stated that the decision to postpone Annual Congress (from Easter week) led to a clear obligation to postpone for no longer than necessary and that the TUI Executive Committee, therefore, needed to consider whether the postponed Congress could be conducted online in a manner which would satisfy the Standing Orders for Congress.

There was no impediment in the Rules to conducting Annual Congress online, provided that Congress was quorate, the standing orders for Congress set out in Rule were satisfied and the necessary technical arrangements in place.

The holding of Annual Congress online also, in accordance with Rule 46, allowed commencement of the term of office of incoming (including newly elected) Area Representatives.

The event was held on the Zoom platform's webinar module.

The Final Agenda for Annual Congress was circulated to Branches on Friday, 5th June and on the afternoon of Friday, 26th June

Annual Congress commenced with the formal business of Congress (presentation of Standing Orders Reports 1 & 2, the election of tellers, the presentation of the financial reports, the General Secretary's address, ratification of appointments, questions to the Annual Report and the President's Address).

Motions of consequence

Three motions of consequence on Covid-19-related issues and also one on a deferral of all other business until a Special Congress were debated and carried. Summaries of the text of these motions are set out below and the full text of each can be viewed on the TUI website.

Motion of consequence 1 - Health

This motion demanded that any decisions or protocols in relation to return to workplaces, including those in respect of social distancing, must be based upon and adhere to the advice of the national public health authorities. The motion instructed the Executive Committee to initiate a campaign of industrial action in the event that a return to workplaces was demanded in a manner and/or time not consistent with public health advice.

Motion of consequence 2 - Workload and IR

This motion noted the significant increase

in the workload of members since the closure of schools/colleges/centres and instructed the Executive Committee to protect members against exploitation by employers.

Motion of consequence 3 - Programmes of Study/Curriculum/Syllabi

This motion instructed the Executive Committee to engage with other stakeholders to ensure that students are not unfairly or adversely affected as a result of the Covid-19 health crisis. In addition, the Executive Committee was instructed to ensure that educational inequalities starkly illustrated by the digital divide during the closure of schools /colleges/centres be addressed as a matter of urgency.

Motion of consequence to defer consideration of all other business on Final Agenda

A motion of consequence to defer consideration of all other business on the Final Agenda until a Special Congress was carried. It is intended that this Special Congress will be convened later in the year (corporeally if public health advice at that time deems it safe to do so). As a result, Congress 2020 concluded on Friday, 26th June.

‘What we have delivered may be unprecedented, but it is not a precedent’

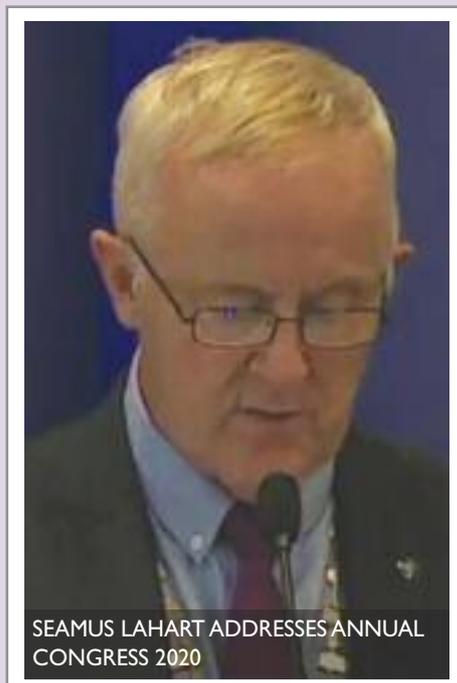
Key extracts from President Seamus Lahart's speech at Annual Congress 2020

Covid-19

The pandemic has presented us all with significant challenges that have required innovative ways to continue the work that

we do. The TUI has met those challenges as you have, through innovation and technology and continues, with your help, to represent the interests of its membership with our employers and other organisations.

The lockdown of our schools, FE centres, Institutes of Technology and Technological University made the continuance of education very difficult for students, tutors, teachers and lecturers. However, in rising to that challenge, you have shown to all the dedication that we know exists throughout our profession. I want to thank you for answering the call in a time of crisis. I want to thank you for going above and beyond what was expected of you, and I want to thank you for the aptitude and innovation



SEAMUS LAHART ADDRESSES ANNUAL CONGRESS 2020

shown when it was required. What we have delivered may be unprecedented, but it is not a precedent, nor should it be thought of as such.

Pay equality – decade of discrimination abhorrent

In February we took strike action on the issue of unequal pay in the run-up to the general election. The campaign for equal pay remains a core objective for TUI and the elimination of this discrimination and unfairness must form a crucial part of any new pay deal that is agreed for the public sector. This fight must and will continue. Approaching a decade of discrimination is abhorrent to any trade union, much less a trade union whose primary purpose is education. We will and must continue to assert the basic fundamental right of equal pay for equal work.

Training course in industrial relations

This year saw our first cohort of TUI activists complete our training course in Industrial Relations. The course, which was delivered mainly online, was carried out in conjunction with the Trade Union Education Centre of Glasgow College. This collaboration has proved very successful, and TUI will seek to extend that relationship so we can continue to provide training for our Branch Officers. As a union of educators and educationalists, we must provide training to our members and help them in any way we can by assisting with CPD delivery throughout all the sectors.

Technological Universities – our focus remains on our members

The move towards technological university status continues with one Technological University established and four other consortia in progress. Regrettably, the talks in some of these consortia have proved to

be difficult, with management bodies failing to reach the agreements necessary to protect the employment terms and conditions of the staff in the merging institutes. The TUI will not allow the mergers to take place without the agreements that we need to underpin future employment conditions. Our members and their working conditions will remain our central focus.

Further Education

Further Education has seen the completion of the BTEI conversion process, after a long and protracted period in some cases. We are currently focussed on breaking the impasse in achieving proper contracts, terms and conditions for those working in the area of Adult Literacy. We moved matters to the Labour Court to expedite the situation, and that body has directed the Department to come back to us with an offer. We are awaiting that decision. We want to acknowledge the work done in FE to ensure

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that students completed examinations and are awaiting their QQI certification. Again our members reacted swiftly and devised contingency arrangements to ensure that exams were possible.

Addiction to CAO points

Society has become addicted to the pursuit of CAO points as the only measure of success in our second-level education system. I have taught many many students in my time who could not be judged fairly by these narrow, restrictive parameters. Thankfully, many went on to be very successful in their careers despite not being deemed successful by the CAO points system. I have in my role as President of TUI sought to promote the equal value of Vocational Education that our members support across the sectors. In this regard, we have also forged alliances with external bodies that share our aim.

‘Our members have worked with commitment, intelligence and integrity in maintaining a service of the highest quality for their students’

Key extracts from General Secretary John MacGabhann’s Annual Congress 2020 address

Public Services

The Covid crisis has demonstrated, beyond any naysaying, the centrality of high quality public services for a functioning and compassionate society. Our colleague public servants in the health sector have, at great cost to themselves, embodied the true meaning of community and society. The same can be said of other workers who provide essential services in retail, sanitation, distribution and transport. We thank them one and all.

It is notable that many who were so recently reviled are now revered, probably temporarily so.

Work of TUI members

Our members too, in all sectors and across all settings, have worked with commitment intelligence and integrity in maintaining a service of the highest quality for their students in the straitened circumstances that have prevailed since the closure of March 12th. Our members have been at work, have not been idle, have manned, have staffed our frontline doing essential work for our communities.

The integrity of language

Also, in the context of Covid, I want to address the important matter of language and, in particular, I wish to prohibit the use of unhelpful and slack terminology. What we are dealing with colleagues is not and should not be called the “new normal”, a term which suggests that the exceptional emergency provisions that we have all adopted in the face of a public health crisis of global proportions should somehow be normalised. They should not. Indeed, they should be seen for what they are – abnormal, a departure - albeit a necessary one - from the norm.

Beware opportunism

You are well aware in your various representative roles that there are employers and political extremists of the right who would gladly normalise and



JOHN MACGABHANN ADDRESSES ANNUAL CONGRESS 2020

impose upon you the anything but normal conditions that you have voluntarily offered to accommodate in order to assist your learners and your communities in a time of present danger to their health and safety.

There are employers who would eagerly seize upon the opportunity of having you work permanently from home; who would build upon that opportunity by collapsing the wage structure and the working conditions that you currently enjoy. Indeed, there are employers who would dispense with your services altogether and reduce teaching and lecturing to gig economy, precarious working and moonlighting in order to cut costs. That is one Trojan horse that must be kept tethered and padlocked outside the walls.

Pay Equality

During the year, the measure in relation to scale points 4 and 8 took effect but, otherwise, the pace of progress on the key issue of pay equality for new and recent entrants was disappointingly slow. This was not for want of effort on the part of the TUI. From January to December, literally, we sought a means of resolving the issue fully and finally. What we needed was a horse for the course. Regrettably none emerged, all disappointed. Our first wager was on the

Oversight body. This nag, reluctant to run, was pulled up. The second - Pay Commission - was a winner for some but not for us. It only ran blinkered. We looked to Sectoral Talks as a lively novice but it too was an also ran.

Colleagues, the absence of pay equality, notwithstanding the progress made as a result of our campaign, is iniquitous, the toleration of such inequality by government scandalous and the indifference of those in the trade union movement, who should support us, deeply disappointing.

Our campaign continues

However, lest it be thought that we will lose focus because of the Covid crisis, lest government think that it has wriggled free of the hook, lest employers believe that they can continue their misuse of new entrants to our profession, let me, on your behalf, declare that the TUI campaign continues, that we will reach our destination, will achieve pay equality and will restore the profession to full health. The incoming government must take heed.

It is worth noting the damage that discrimination does. When the dank fog of Covid clears, the teacher supply crisis will remain, largely because the inequity of pay discrimination remains.

Workload

An ineluctable corollary of inadequate investment in the public education system is that our members, regardless of sector, have experienced a steady and unremitting increase in their workload until a point has now been reached where that workload is unfair and unsustainable. Something has to give and it cannot -and will not - be the backs of our members. We need urgently an end to bureaucratic tinkering and administrative overload. The myth that more and evermore data is required has taken root and must be extirpated. What our members need and what will most benefit their students is the time needed to teach. Good management in our view consists largely of recognising and providing for that need.

Further and Adult education neglected

Across all sectors the arthritic pace of progress made through industrial relations fora needs address. Were our claims love calls, all love would be unrequited and all our songs sad.

The lamentable disrespect shown at the ETB IR Forum to those in further and adult education must stop. An appropriate career structure is required. The disrespect shown to our members reflects the disrespect shown to their learners. In spite of a veritable spate of documentation, reports and communiques, it is plain even to the dullest eye that the Departments of Education and Skills and of Public Expenditure and Reform do not want to recognise this neglected child of the system. They are prepared to have it taken into charge by any old agency that rocks up, including privateers.

Workload

While management makes like Don Quixote, the work of our members at third level rises like a flood, obliterating personal time. To add insult to injury, rather than being recognised as doing more, they are rebuked for not doing enough by those who do little at all and nothing of use.

At second level workload is also excessive and unsustainable. While the policy of inclusion that now underpins teaching and learning in our schools is highly commendable, the associated policy of not resourcing schools for inclusion is unpardonable. The TUI has sought to make common cause on this issue with interested parties and partners, including key NGOs. We have also in the past year pressed the DES for oversight and audit measures to ensure that such resources as are provided must be deployed for the purpose intended, for the promotion and embedding of practical and meaningful inclusion.

To this end the TUI has identified the manifest need for an improvement in the effective student teacher ratio in classes so that effective differentiated teaching can take place.

Collective Agreements

A further recurring theme of the past year has been the casual contempt that management, in some cases, has shown for collective agreements, both national and local, entered into with the TUI. This was egregiously evident in relation to the MTU consortium, in DKIT and in respect of the so-called Chairman's Note discussions for tutors.

At local level, in many schools and centres, it is manifestly the case that greenhorn management simply does not know and has not researched the contents and implications of big-ticket Circular letters. Our members pockets are still being picked by wilful failure or refusal to apply the mandatory sequence for the allocation of new hours set out in the relevant Circular Letters.

The Centre for School Leadership could usefully turn its attention to the socialisation of those principal teachers, raw or ripe, who are luxuriating in the bliss of ignorance. A rudimentary understanding of the dynamics of staff management and industrial relations processes should be a given and would be greatly appreciated.

A certainty colleagues is that if those who should talk to us won't, we will raise a din that will force them to listen.

Conclusion

Certainly, what unites and motivates us in the TUI is real, present and relevant - our shared determination to meet the challenges of the moment and of the year ahead, guided by our ethic of public service. I hope that when you return to your workplaces it will be with an indomitable confidence that, as part of a trade union that makes a real difference, you can make a real difference.

Important Update for President's Award Leaders from Gaisce - The President's Award

In light of the impact of COVID-19 on schools, Gaisce -The President's Award have introduced a number of allowances to aid President Award Leaders (PALs) in:

- Completing Gaisce participant's affected by the Covid-19 lockdown in the 2019/20 academic year; and
- Supporting incoming participants for the new academic year.

A direct letter will be posted to all PALs and Principals in September from Yvonne McKenna, CEO, with further details of these allowances, including flexibility on the Adventure Journey requirements at Bronze and Silver levels.

Speaking about the changes, CEO of Gaisce – The President's Award, Yvonne McKenna, said 'Gaisce, by its very design, is flexible and adaptable to the young person's goals and ambitions. The year ahead has some very particular and specific challenges, and we'd like to reassure all Gaisce PALs that we are here to help, and that Gaisce will continue to be flexible for you and your participants.'

If you require any assistance or advice in completing your participant's form 2019/2020 or have queries about registering your students for 2020/2021 you can contact your regional development officer directly or email mail@gaisce.ie. If your school is



interested to run Gaisce in the 2020/21 academic year, please do not hesitate to contact us.

Gaisce – The President's Award is a self-development programme for young people under 26, which is proven to enhance confidence and wellbeing through participation in personal,*

physical, community and team challenges. It is a direct challenge from the President of Ireland, Michael D. Higgins, to all young people to dream big and realise their potential. Gaisce is the most prestigious youth award in Ireland. Since its inception in 1985, over 200,000 Awards have been achieved by young people all over Ireland. For more information, please visit www.gaisce.ie

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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?* Non-Permanent: Full hours? Fewer than full hours?* Job-share? *If on fewer than full hours, please indicate the number of regular weekly timetabled hours.

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.

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New Member: Existing Member:

Number: _____ Area: _____ Branch: _____

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*Offer available to eligible members of TUI. You must fulfil the eligibility criteria of the plan, be applying to join the plan for the first time and apply to join between 1st July 2020 and 31st October 2020. This offer is not available to existing or past members of any Salary Protection Schemes administered by Cornmarket. Premiums will commence 6 months after the date you are accepted into the plan and cover commences. This cannot be claimed in conjunction with any other offer (e.g. Rewards/Free Period). Terms, conditions & exclusions apply. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies. Telephone calls may be recorded for quality control and training purposes.

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RMA News

A return to activity

I hope you are all keeping safe in these difficult times. As our working colleagues prepare to return to school after a protracted break, we in the RMA are hopeful of a return to activity too after months when we have been unable to meet.

The national officers met on July 13th and decided on a draft schedule of meetings of the Management Committee as follows: September 17th 2020, November 12th 2020, February 25th 2021 and April 15th 2021.

The AGM will be held in the Ardilaun Hotel Galway on May 12th 2021. As far as possible, RMA Branches should try to avoid holding local meetings which clash with our Management Committee meetings.

The national officers also decided to cancel the proposed Autumn Break in Ennis. The Spring Break postponed from last March remains provisionally booked for next March and is still on schedule. I will have more information on this in the next issue.

The 2020/21 annual RMA membership subscription fee of €25 is now due.

Members are urged to pay their annual subscription fee either by Bank Standing Order or Deduction at Source. Deduction at source is only available to members who retired from the ETB/loT sectors. The relevant forms can be found in RMA website – www.rmatui.ie

We need as many retired colleagues in membership as possible to give a strong voice to our Association to advocate on your behalf. Membership only costs €25 per annum.

Restoration of pension cuts

The RMA, together with our colleagues in the Alliance of Retired Public Servants, has been successful in having most of the public service pension cuts restored. However, the link between pay and pension is only guaranteed until the end of the current wage agreement, i.e. end of 2020. Any change to this link will impact negatively on the future value of public service pensions. To effectively defend and promote the interests of members, the Retired Members' Association works closely with the TUI Executive Committee and other organisations representing retired public servants.

Benevolent Fund

The RMA has been instrumental in the establishment of a Benevolent Fund - to be now known as the Assistance Fund to assist in-benefit members of the TUI and RMA TUI who, through no fault of their own, find themselves unable to deal with serious issues having exhausted all other available options.

Value of RMA membership

Membership of the RMA is a requirement for nomination as a TUI representative on

all outside organisations/committees and to have access to the Cornmarket car, home and travel insurance schemes. Some amendments have been made to the Cornmarket-brokered annual travel insurance package, for TUI & RMA members, and their families, which provides cover up to 85 years of age. Members are advised to familiarise themselves with those amendments, if planning to travel.

If you have recently updated/changed your email address, it is important to let your Branch and the RMA officers know, so our records can be updated.

Best wishes to our TUI Head Office colleagues

As covered elsewhere in this issue, there have been several changes in TUI Head Office this summer. On behalf of RMA TUI, I want to wish General Secretary John MacGabhann all the best and likewise Nadia Johnston on her new appointment. We look forward to working with our new TUI General Secretary Michael Gillespie - who has also worked closely with our Management Committee since his appointment as Assistant General Secretary - and also our new President Martin Marjoram and Vice President Liz Farrell.

Dan Keane,
RMA TUI National Secretary.

STAY INVOLVED IN RETIREMENT



RMA MEMBERSHIP APPLICATION FORM

NAME: _____

ADDRESS: _____
(BLOCK LETTERS)

MOBILE TELEPHONE NO.: _____

E-MAIL ADDRESS: _____

RETIRED FROM: _____
(Name of College/School/Education Centre)

TUI BRANCH: _____

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

Signature: _____ Date: _____

Please forward the completed application form to Membership

Officer: **Michael McNulty, Mount Pleasant,
Ballymackey, Nenagh, Co. Tipperary**

ARE YOU RETIRING THIS YEAR?

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

Your First Year's Membership is Free

Aims of the Association:

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

To promote these aims it:

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

Organisational Structure:

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

RMA Website:

Visit our website www.rmatui.ie to find further details about the Association.

JOIN  **RETIRED MEMBERS' ASSOCIATION**



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*Congratulations to
 Vol 42 No 4/No 5 winner
 Marc McMenamin
 Oaklands Community College
 Co Offaly*

Crossword

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

Only one entry per member.
 Photocopies can be submitted.

Name _____

Workplace _____

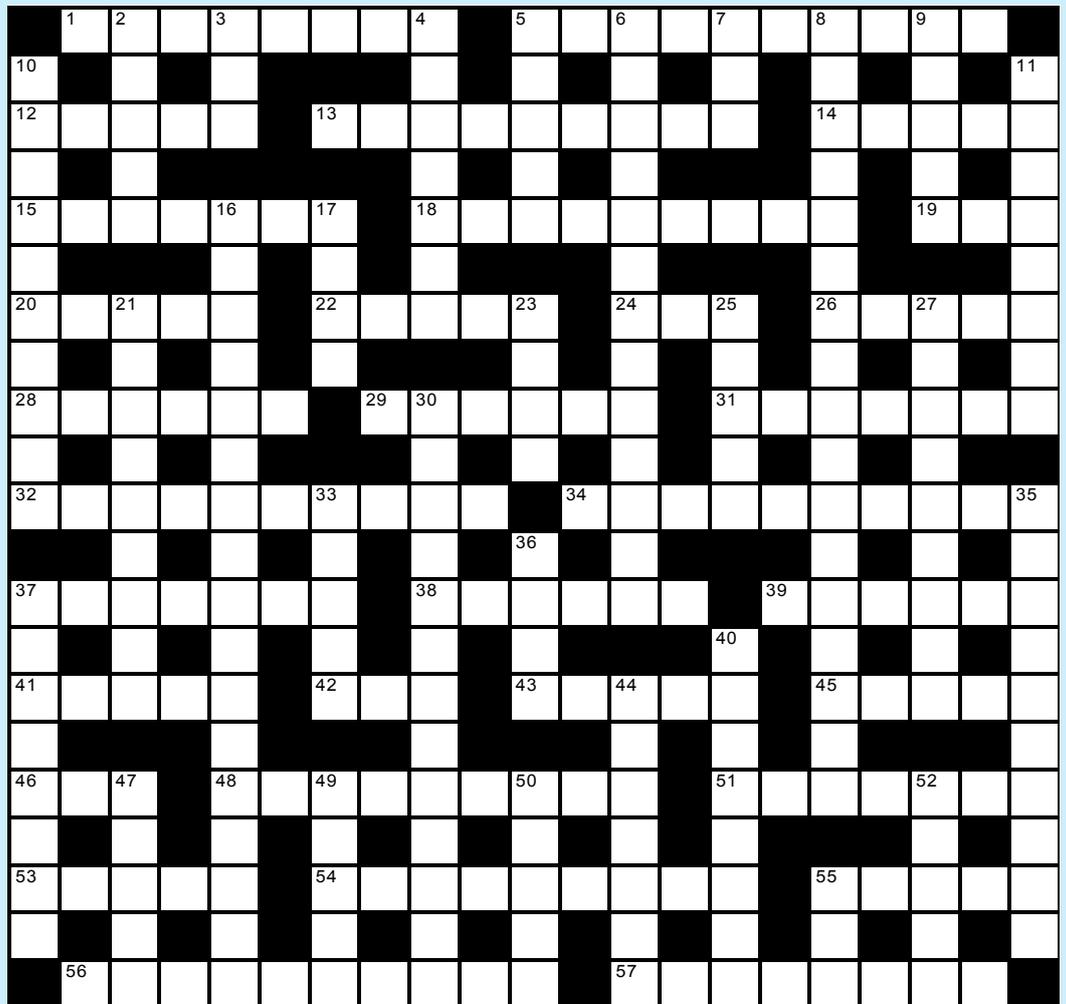
Address _____

Contact number _____

TUI Branch _____

Send entries to TUI Crossword
 September '20, TUI,
 73 Orwell Rd, Rathgar, Dublin 6.

Closing date for entries:
 Friday 23rd October.



ACROSS

- 1 Not normal or typical (8)
- 5 A feeling of delighted approval and liking (10)
- 12 Of or relating to the kidneys (5)
- 13 Relating or belonging to the class of compounds not having a carbon basis (9)
- 14 Bright blue colour like in a cloudless sky (5)
- 15 In place of, or as an alternative to (7)
- 18 Having no known name, identity or known source (9)
- 19 The --- of the Tiger - 1982 hit for Survivor (3)
- 20 Feeling or showing extreme anger (5)
- 22 Golden -----, a popular song from yesteryear (5)
- 24 A friend (3)
- 26 Select by a vote for an office or membership (5)
- 28 Delicately beautiful (6)
- 29 Fifth largest country in Europe by area (6)
- 31 A sudden happening that brings good fortune (7)
- 32 In a generous manner (10)
- 34 A person considered as descended from some ancestor or race (10)
- 37 A small decorative object without practical utility (7)
- 38 A long chair; for reclining (6)
- 39 A fine meal of vegetable matter (such as cereal grains) used chiefly for puddings or as a breakfast cereal. (6)
- 41 The Wild -----, 1978 war film starring Richard Burton, Roger Moore and Richard Harris (5)
- 42 Take in solid food (3)
- 43 The cavity in which the large intestine begins and into which the ileum opens (5)

- 45 Located or occurring within or closer to a centre (5)
- 46 The ---, 1967 epic song by The Doors (3)
- 48 Not subject or susceptible to change or variation in form or quality or nature (9)
- 51 Formal ceremony prior to a burial held at the home of the deceased when the body is taken to the church (7)
- 53 Understood or implied without being stated (5)
- 54 An informal code of conduct developed between 1170 and 1220, associated with the medieval Christian institution of knighthood (9)
- 55 Make (someone) unable to think clearly, confuse (5)
- 56 Lay persons authorised by the bishop to read parts of a church service (3,7)
- 57 A job in an organization (8)

DOWN

- 2 A public announcement of a proposed marriage (5)
- 3 Nocturnal bird of prey with hawk-like beak and claws and large head with front-facing eyes (3)
- 4 A tight-fitting garment of stretchy material that covers the body from the shoulders to the thigh (7)
- 5 Aggravation or aggression (5)
- 6 Products, businesses or ideas that make a lot of money (5-8)
- 7 2007 Spanish found-footage horror film (3)
- 8 Any system of philosophy emphasizing the intuitive and spiritual above the empirical and material (17)
- 9 A small body that contains the female germ cell of a plant; develops into a seed after fertilization (5)

- 10 Any of several rodents of North American prairies living in large complex burrows having a barking cry (7,3)
- 11 Affected or marked by low spirits (8)
- 16 A list of all those people who are registered to vote in a particular area (9,8)
- 17 Pressure ----, 1969 ska hit by the Maytals (4)
- 21 transferable to another owner (9)
- 23 Flow in a circular current (4)
- 25 Reasoned and reasonable judgment (5)
- 27 The event of something being raised upward (9)
- 30 A strike undertaken by workers without approval from the officials of their union (7,6)
- 33 Cause to become loose (5)
- 35 Serving cart for serving tea or light refreshments (3,7)
- 36 A fine grained mineral consisting of hydrated magnesium silicate (4)
- 37 Long, narrow French loaf (8)
- 40 Continents which make up most of the land in Earth's Western Hemisphere and comprise the New World (8)
- 44 Cause somebody to feel happier (5,2)
- 47 Russian country house (5)
- 49 A flavouring made from coffee mixed with chocolate (5)
- 50 An alloy of copper and zinc (5)
- 52 ----- Killed the Radio Star, 1979 hit for Buggles and the first video played on MTV (5)
- 55 A subdivision of a play, opera or ballet (3)