

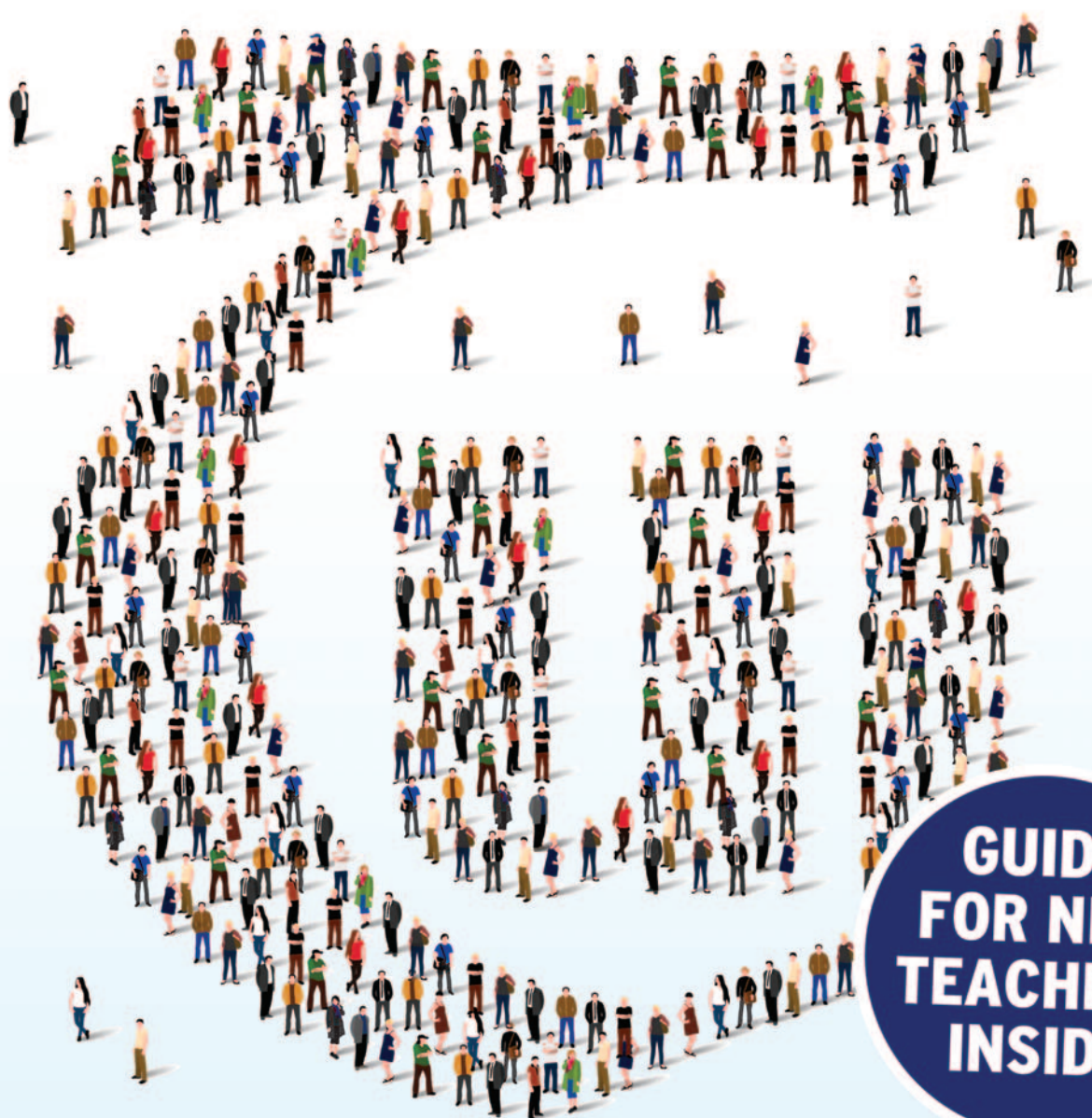


TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

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**GUIDE
FOR NEW
TEACHERS
INSIDE**

UNITY IS STRENGTH

Now more than ever, protect yourself,
your profession and the education system.

Recruit a colleague to TUI membership today!

A Word from the President – Martin Marjoram

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Dear Colleagues,

Welcome back from a very well-earned break at the end of what was a uniquely challenging year in education. As we face into another year marked by the enduring threat of COVID-19, TUI will continue to work diligently to protect and advance your interests, the health and welfare of you and your loved ones, the invaluable education service you work so hard to provide, as well as your pay and terms and conditions of employment.

During the summer, TUI's intensive engagement with Government departments and employer representatives continued as we worked to secure both the resources and the clarity required for safe, sustainable re-openings of schools, centres, colleges, IoTs and TUs. While some progress has been made, not all of our representations produced the results we believed necessary and just. As branch meetings resume, we will be guided by your wisdom and knowledge of your own workplaces and students and will argue as strongly as ever for what is right.

COVID-19: No departure from Public Health requirements

With vaccination rates on the rise and more sectors of the economy re-opening, there may be a dangerous temptation to relax vigilance and to be less determined in seeking to ensure that COVID-19 is kept out of workplaces. TUI remains committed to full compliance with all measures required by Public Health and will do all to protect members, students and the wider community from unnecessary risks. Keep an eye on the TUI website and other communication channels for any updates.

Stakeholders' discussions

In Post-Primary, Further and Adult Education, and Higher Education, dedicated stakeholders' groups have been established (in some cases with the need for a significant push from TUI) to engage on COVID-19 issues.

We have vehemently opposed the decision by the Department of Education to require a return to the classroom by teachers whose

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pregnancy is at so early a stage that they cannot yet have achieved significant vaccine protection. TUI has been joined by the ASTI and the INTO in condemning what is blatantly unfair treatment for a vulnerable minority.

In the return to Post-Primary schools, we do have the clarity that we will re-open with the same mitigation measures and arrangements which HSE data indicate worked effectively in the last school year. TUI's long-standing request for the general provision of CO2 monitors to schools has been heeded. Though regrettably insufficient to place a monitor in each classroom, there will be a facility for schools to apply for more following completion of delivery of the first allocations in mid-September. While of course providing no direct information regarding COVID-19, the monitors provide useful alerts that ventilation levels are insufficient, and that corrective action must be taken.

Further and Higher Education face the challenge of a first return in significant measure to on-campus learning. TUI is deeply concerned that the Higher Education plan, most particularly, is deficient in providing necessary clarity, consistency, and practical detail. TUI will continue to make representations nationally and will support local Branches as the new academic year commences.

Building Momentum

Though TUI welcomes the first pay rises (as opposed to restorations) for more than a decade, we note that inflation will substantially, and possibly entirely, erode the value of the increases making us even more determined that the Building Momentum Action Plans will place no unreasonable burdens or demands on members. The plans were not agreed with TUI, though our early representations led to some

improvements in them. The plans mostly require engagement in negotiations, in which TUI's principal objective will be protection of your terms and conditions.

Unlike nearly all Public Service unions, TUI is committed to using the 1% Sectoral Bargaining Fund to make further progress in resolving the scandal of pay inequality, as well as addressing long-standing grievances across various sectors as funds allow. TUI has sought necessary data so that we achieve all that the equivalent of 1% of annualised basic salaries allows. Members who forgo, in whole or in part, what could be a 1% pay increase are entitled to full value for that decision.

WRC Conciliation: Youthreach

At time of writing, we await the outcome of the WRC Conciliation process regarding our claim on behalf of members in Youthreach. In spite of glowing commendations for the sector from the Minister at our Annual Congress, the response of his Department to the totality of our claim has been less fulsome, though we remain hopeful that there will be progress.

Staff Changes

I extend thanks and appreciation to Aidan Kenny for his significant service as Assistant General Secretary, as well as every good wish in his current endeavours. Warmest welcome to Ann Mulcahy as she takes up her post as AGS, which she will no doubt fulfil with the same dedication and distinction she has already demonstrated in a number of roles on behalf of TUI.

Recruit a colleague

Never has trade union membership been more important. The solidarity and collegiality of such particular



TUI PRESIDENT, MARTIN MARJORAM

importance in education have been subjected to unique tests as our ability to gather, to work collaboratively, and to support each other has been disrupted by COVID-19 mitigation measures that have either kept us apart or radically altered the spaces and the manner in which we can interact.

One constant which remains is the essential requirement for the highest possible level of TUI membership in all of our workplaces. The strongest and most unified voice is needed, whether raised in challenge to unwise departures from safe work practices or to oppose as vigorously as ever exploitation and injustice. Reach out and recruit a colleague into TUI membership today, be they newly arrived or simply never having gotten around to joining. Do so in the knowledge that you are offering the protection, support, and influence which only trade union membership can provide them and that every new member adds to our collective strength and to the safety and security of your workplace.

Martin Marjoram

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 health and safety 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 her/his 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.

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 Lead Worker Representative 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.

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 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 01-492 2588 or tui@tui.ie.

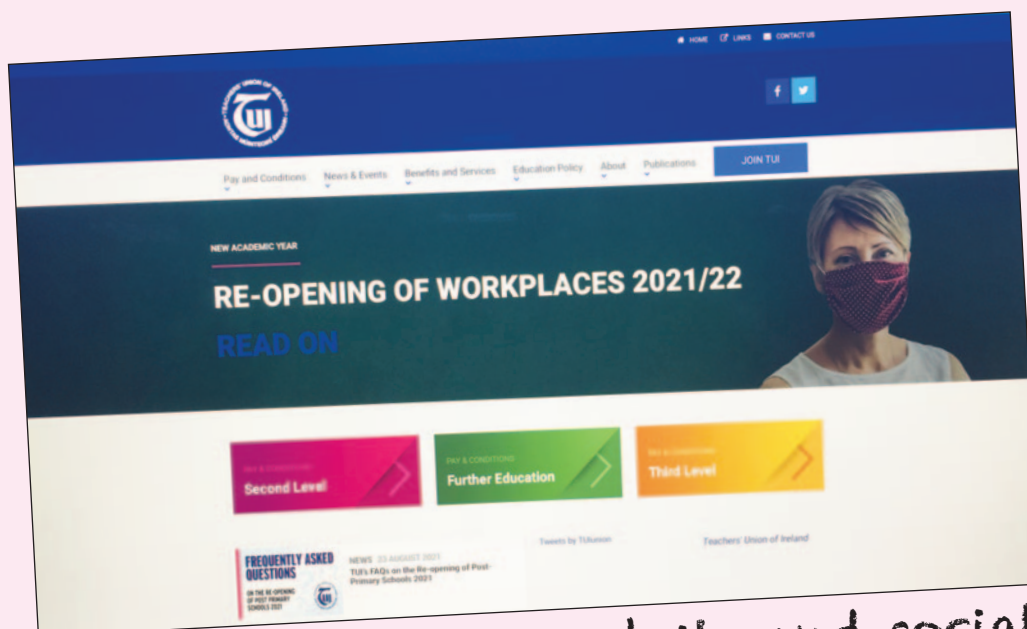
The TUI WPC will meet with management immediately and seek to resolve the matter. In an ETB, if a satisfactory resolution is not provided by local management, the WPC will advise the local Branch who will contact the ETB (Director of Schools, Director of Further Education and Training, Director of OSD,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

In a C&C or Voluntary Secondary School, the WPC will bring the matter to the attention of the Board of Management to seek a resolution.

Step Four:

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

- Lodge a collective grievance using the nationally agreed grievance procedure
- and
- 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
- Where relevant, report the matter to the Health Service Executive (HSE).



Keep an eye on the TUI website and social media channels for the latest information, guidance and clarification on all matters related to health and safety in the workplace in the context of the ongoing challenge of COVID-19

TUI/ASTI secure pay increase for Leaving Certificate work

An increase in payments to teachers engaged in 2021 Leaving Cert exams work has been achieved following representations made jointly by the TUI and ASTI.

The TUI and ASTI sought an increase in payment for Leaving Cert examiners due to additional workload and the extraordinary circumstances pertaining to the 2021 exams.

For a number of years, the teacher unions have argued that pay for state exams work does not reflect the skills, effort and level of responsibility involved. This has led to significant difficulties in the recruitment of examiners. Prior to the pandemic, the TUI and ASTI submitted a pay claim for an increase in pay for those involved in state exams work.

The State Examinations Commission agreed to increased payment rates for

examiners and superintendents in 2021, full details of which were included in the conference letters which issued to Assistant Examiners and Advising Examiners.

While this is welcome news, the teacher unions continue to engage with the State Examinations Commission on the issue of payment rates for exams work. This includes a demand that the 2021 increases be subsumed into future pay.

Peer evaluation and emergency remote learning

Some branches and workplaces have reported an insistence by some management on excessive oversight in the area of emergency remote learning. In some cases, management have insisted on being included in all online class teams to enable them to visit classes online. This clearly amounts to peer evaluation, a practice that TUI is opposed to. In this regard, the directive below should be strictly adhered to.

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

Additional increment skips for post-2011 teachers

Circular letter 37/2021 confirms that under the Building Momentum Agreement, which TUI is deemed covered by:

- teachers paid on the 2011 entrant pay scale, after progressing to point 11 of the 2011 entrant pay scale, will on their next increment date, skip point 12 and move to point 13 on the scale.
- teachers paid on the 2011 entrant pay scale who have already reached point 12 or higher on the pay scale will, on their next increment date, on or after 1 March 2021, move one point further than they would normally under incremental progression.

Worked examples are also included in the Circular. The adjustments provided for in this Circular apply to teachers paid on the 2011 entrant pay scale and take effect from 1 March 2021.

1% or €500 salary increase from 1st October 2021

A general round pay increase of 1% or €500 (whichever is larger) will apply on 1st October 2021 to all salaries as part of the Building Momentum Agreement. An additional pay round of 1% or €500 is due to be paid on 1st October 2022. See www.tui.ie for latest pay scales.

In addition, the equivalent of a 1% increase in annualised basic salaries to be used as a Sectoral Bargaining Fund to be applied in whatever form on 1st February 2022. TUI's clear position is that this fund must be targeted towards further improving the pay of those subject to the unilaterally imposed, discriminatory two-tier pay system affecting those who entered the profession from 1st January 2011.

TUI in the media

TUI representatives have engaged in a high volume of media activities across television, radio and print in recent weeks around a range of issues. A frequently updated summary of the latest issues addressed by the Union is available on the TUI website.



New members on TUI Executive Committee

With effect from Annual Congress 2021, three new members began their terms on the Executive Committee. Paddy Healy (Area 2), Ann Mulcahy (Area 4) and Ronan Callanan (Area 10) were replaced by Vivienne Keenan, Richie Byrnes and Anne-Marie O' Shea respectively.

In addition, Tim Murphy (Area 9 – Cork City, County Cork) and Anne-Marie O' Shea (Area 10 – Dublin City) have recently departed from the Executive Committee and an update will be provided in due course on their replacements.

Sincere thanks are extended to all departing members for their hard work and achievements on behalf of TUI members over the course of their terms.



AREA 2 -

Roscommon, Longford, Westmeath, Offaly

VIVIENNE KEENAN

VTOS Tullamore, LOETB, Castle Buildings, Tara Street,
Tullamore, Co Offaly



AREA 4 -

Wexford, Co Waterford, Waterford City, Tipp Sr, Co. Kilkenny

RICHIE BYRNES

Bridgetown College, Bridgetown, Co. Wexford.

New Head Office Official

Following a recruitment process, Ann Mulcahy was appointed as Assistant General Secretary on a fixed-term contract, replacing Aidan Kenny who is taking a career break. A teacher in Coláiste Dún Iascaigh in Cahir in Co. Tipperary and a native of Dualla, Co Tipperary, Ann has had an involvement in TUI throughout her career, serving as a Workplace Representative, Branch Officer, Executive Committee member and Honorary Treasurer.



ANN MULCAHY

TUI Assistant General Secretary

Bursary for students pursuing teaching career a fitting tribute to committed and gifted educator Bernie Ruane



BERNIE RUANE ADDRESSING TUI'S ANNUAL CONGRESS

To honour the memory of Bernie Ruane, who passed away in July 2020, the TUI has established a Bursary/Scholarship which will provide financial assistance to students whose intention it is to pursue a career in post-primary teaching and who, to that end, are undertaking level 8 programmes of study in publicly funded Higher Education Institutions within the Republic of Ireland.

While Bernie held many positions within the Union, most notably serving as President and, latterly, as Assistant General Secretary up to her retirement in April 2020, she was, first and foremost, a committed and gifted teacher who championed equality and inclusion and stood up for those in difficulty. The establishment of the Bursary is therefore a fitting tribute.

To be awarded a bursary a student must be accepted onto, must have registered for and must be attending an undergraduate course - consecutive or concurrent - required for qualification as a post-primary teacher.

One new bursary will be awarded each academic year, commencing with award of the first bursary in 2021/22.

In recognition of Bernie's service to the Shannon Branch of the TUI, in the first year of operation of the scheme the bursary will be awarded to an applicant who was in 2020/21 a final year Leaving Certificate student of one of the schools in that Branch. In this regard, applications were invited from the relevant schools last May.

A student who is awarded a bursary will receive €1,500 per annum for each year of the course (exclusive of an Erasmus year) up to a maximum of four years and subject to the conditions attaching to bursary offers.

If the approved undergraduate course is of three years' duration, the bursary may be continued into the first year of the Professional Master of Education (PME) course where the student has registered for and is attending that course.

Bursary holders will be expected to satisfy the regulations of their college/institution and to undergo every term examination or other examination/assessment determined by the authorities of their college/institution for their course.



BERNIE'S HUSBAND, JOHN, AND HER SONS CATHAL AND SEÁN AT TREE PLANTING CEREMONY AT TUI HEAD OFFICE

The bursary will be paid annually, in the month of November, as a single payment, provided that confirmation has been received by the Union that the student is registered, is attending an approved course and, where applicable, has successfully completed the required assessments and has progressed to the next year of the programme.

The bursary was formally launched at a short ceremony in TUI Head Office on 8th July. As part of the ceremony, which was attended by Bernie's husband, John, and her sons Cathal and Seán, a tree was planted by John in Bernie's memory.

Third Level Update

Key issues for TUI members at Third Level have continued to be the subject of discussion and negotiation over the summer, including the operation of higher education in the new academic year, the use of the Building Momentum Sectoral Bargaining Fund, and the ongoing suspension of one of our key Industrial Relations Forums. Further important milestones have been reached in the development of Technological Universities, along with some events which are the cause of significant concern.

Technological Universities

The President and General Secretary have written to the Minister for Further and Higher Education, Research, Innovation and Science expressing grave concern about the direction of the TU project in light of TU Dublin's decision to join the Irish Universities Association and significant breaches of the industrial relations agreements which underpin TUI's cooperation. A meeting with the Minister on these issues will take place shortly.

The Executive Committee has agreed that a consultative conference on TUs for third level branches will take place this academic year. The conference will convene as the emerging TU sector approaches its final configuration and will provide branches with an important opportunity to contribute to the formulation of policy and strategy and to share and discuss lessons and experiences both local and national from what has been a uniquely challenging and complex process.

On 13th July 2021, TUI appeared before the Joint Oireachtas Committee on Education, Further and Higher Education, Research, Innovation and Science regarding the General Scheme of the Higher Education Authority Bill 2021. The proposed replacement for the 1971 HEA Act raises significant concerns, not least in threatening to undermine key provisions of the TUI/DES/THEA Agreement of May 2017 which forms

the basis of TUI's cooperation with the TU project. Those concerns were highlighted in our appearance before the Committee and in a detailed submission.

On 16th July 2021, Minister Simon Harris signed the order dissolving Athlone and Limerick Institutes of Technology and replacing them with the Technological University of the Shannon: Midlands and Midwest. The new Technological University will be established from 1st October 2021. TUI welcomes these developments towards the establishment of Ireland's third Technological University and thanks and congratulates the Branch teams and officials for their excellent work representing members' interests. Equal thanks are due to the TUI representatives in the already established TU Dublin and MTU, as well as in the South East and Connaught/Ulster where significant progress has been made. The Executive Committee continues to support the Branches in DkIT and IADT in their campaigning and representations to secure their place in the future TU landscape.

Online learning

Engagements with the Department and employers in late 2019 under the auspices of the WRC failed to result in a national agreement on online delivery, as demanded by numerous Congress motions. The national industrial action directive against cooperation with the development of

new online courses does not preclude the operation of previously agreed local agreements. TUI has been in discussion during the summer with the Department and employers with a view to resuming negotiations.

Continued Suspension of the Institutes of Technology Industrial Relations Forum

The Department of Public Expenditure and Reform continues to preclude the operation of the IoT IR Forum while TUI's online learning industrial action directive is in place. A meeting of the Forum took place on 21st April 2021, but little progress was made on the agenda items and the union's ongoing industrial action was identified as an obstacle to future meetings of the Forum. The resumption of discussions on the online learning issue may provide an opportunity for the Forum to recommence. It has not been possible to progress a number of significant claims while the Forum has been suspended. TUI has been in contact with DFHERIS and management during the summer with a view to resolving the current impasse which cannot be allowed to continue.

Apprenticeship

The training of more than 10,000 apprentices, 4100 at phases 4 and 6, has been delayed by the pandemic by between 9 and 18 months. TUI has engaged in discussions on how to

address this backlog, stressing the need to maintain quality and standards and noting the additional staffing and resources that will be required. The Union will of course insist on detailed discussions and negotiations on any proposals affecting members, including the return of summer blocks which has been put forward.

TUI welcomes the target in the Action Plan for Apprenticeship of 10,000 new apprentice registrations per year by 2025 and hopes that the establishment of the National Apprenticeship Office will help to drive the Government's stated commitment to enhance and expand the opportunities and pathways that apprenticeship can offer. TUI will remain engaged as the plan unfolds to protect standards and to campaign for necessary resourcing and staffing.

Building Momentum

TUI has agreed to operate within the terms of the national pay agreement, Building Momentum. While inflation may absorb some or all, the agreement includes the first pay rises, as opposed to pay restorations, for public servants since 2008 with two 1% increases in October 2021 and October 2022 as well as access to a Sectoral Bargaining fund of the equivalent of a 1% increase from February 2022. Unlike other Public Sector Unions, who intend to take the 1% in February 2022 as a straightforward pay increase, TUI is committed to using the Sectoral Bargaining Fund to alleviate further the continuing injustice of pay inequality arising from the attacks on the pay of new entrants to the Public Service from 2011 onwards, while making progress on other issues of particular concern if the Fund is sufficient. Over a number of engagements, TUI has sought detailed data to ensure that third level members will get full value for their

1% and awaits a further response from DFHERIS.

The Department of Public Expenditure and Reform insists that each Government Department draw up a Building Momentum Action Plan for implementation over the course of the agreement, payment of the pay increases and access to Sectoral Bargaining being contingent on cooperation with the plan. Having seen early drafts of the Third Level Action Plan, TUI expressed concern at the extent of DFHERIS's expectations in exchange for rises barely in line with inflation. A somewhat improved version has been adopted by DFHERIS and the union will engage in the negotiations required under the Action Plan. TUI did not agree the Action Plan, continues to be concerned at some of the items listed, but notes that the requirement is generally to engage in negotiation on issues as opposed to there being an imposition of pre-determined outcomes.

Pay Inequality

Since the unilateral Government attacks on new entrant pay, TUI's campaigning and industrial action have resulted in significant progress towards the elimination of this injustice. For Assistant Lecturers, the career loss of almost €94k if serving through all points of the AL scale has been reduced to about €15k. TUI remains committed to full resolution and has indicated an intention to direct the Building Momentum Sectoral Bargaining Fund towards closing the remaining pay scale inequalities.

Denial of consideration for Incremental Credit for Appointees between 2011 and 2016

As part of the range of cuts in response to the financial collapse, a

Department of Finance letter in late 2010 instructed Public Sector Employers that all appointments should be at point 1 of the appropriate recruitment scale. While the award of incremental credit has resumed since 2016, appointees to the Assistant Lecturer Grade in the intervening years have now seen more recently recruited colleagues appointed to higher points on the salary scale than they have yet reached themselves. In discussions with DFHERIS, TUI has highlighted this anomaly as one of the issues towards which the Building Momentum Sectoral Bargaining Fund will be directed if the Sectoral Bargaining Fund is sufficient.

AF25/15

Following lengthy delays in industrial relations processes, TUI's test case for the incremental credit claim AF25/15 was heard by the Labour Court on 2nd March 2021. Due to the refusal of the employer side to agree to a joint referral, TUI made a unilateral referral to the Court under Section 20(1) of the Industrial Relations Act, 1969. The outcome, Labour Court Recommendation 22376, notes that the unilateral referral the Union was forced to make is not part of the agreed dispute resolution procedures operated by the parties: the claim must be processed through the agreed procedures which may involve a joint referral back to the Court under Section 26(1) of the Industrial Relations Act, 1990. The union has sought to re-engage with the employer side as recommended and will continue to update members on developments.

TUI has also raised the resolution of this claim with DFHERIS as one of the issues towards which the Building Momentum Sectoral Bargaining Fund could be directed, if the funds are sufficient.

Review of Lecturing/OECD Process

The weekly class contact hours in our academic contracts date back several decades to a time when the then Regional Technical Colleges were predominantly focused on Certificates and Diplomas. Such high lecturing hours are clearly inappropriate for the work of Institutes of Technology and Technological Universities. Provision for examinations and reviews of lecturing workload featured in numerous national agreements including Towards 2016 (in 2006) and the Croke Park Agreement (2010). The May 2016 Agreement included a commitment to conclude the Croke Park Review by May 2017, but to date only the first module has been completed (by Tom Collins, Una Crowley and Kathleen Quinlan). DFHERIS has since commissioned the OECD to engage in a review of models for TU organisation, career structures and academic contracts. TUI met with Thomas Weko of the OECD on 13th May 2021 and has since made a detailed submission. Arising from that submission, TUI may have a further opportunity to engage with the OECD before they finalise their report for DFHERIS.

Claim for Researchers

TUI does not agree that researchers should be on lesser terms and conditions than lecturing staff nor that research should be a stand-alone activity separated from lecturing and other academic work. The union's claim for improved pay and conditions for researchers has been delayed for some time by the suspension of the IoT IR Forum. TUI is seeking early resumption of the negotiations.

HPAL Conversion Process

TUI has always opposed the exploitative practice of paying lecturing staff an hourly rate where the appropriate proportion of the full lecturing contract should be offered, including access to agreed schemes of leave. The Haddington Road Agreement in 2013 included a process of conversion of Hourly Paid Assistant Lecturers (HPALs) to pro-rata assistant lecturers and was to be completed in three years. While two phases have been completed and progress made, the last phase has been delayed for a considerable period, most recently by the suspension of the IoT IR Forum. The union will re-engage at the earliest possible date and is determined to bring clarity to the very limited set of circumstances in which hourly pay might be appropriate, such as short-term sick leave cover.

Funding

TUI continues to campaign for the necessary funding to be provided to the sector and takes every opportunity to highlight the negative impact of the very significant shortfall. TUI made a 2021 pre-budget submission for the estimates process, highlighting the additional funding required for the sector.

While welcoming additional funding following the publication of the TURN Report and from the National Training Fund (including the Human Capital Initiative), a sustainable long-term plan to properly fund third level education must be prioritized. TUI continues to work in conjunction with USI and other unions representing staff in third level, highlighting at every opportunity the funding crisis in Higher Education.

COVID-19 issues

TUI has been in continuous engagement with the management side and DFHERIS on COVID-19 issues and is represented on the POSITS group of third level stakeholders, while ICTU secured representation on the National Steering Committee.

DFHERIS published a plan for a safe return to further and higher education on 1st July 2021, which was circulated to TUI branches for information. Further updates will be circulated to branches.

While a significant increase in on-campus activity is planned, agreements reached with THEA and TU Dublin last year on Emergency Remote Teaching protected members' interests while allowing education to continue and provide a useful basis for such provision this year if needed.

Additional funding was sought by all of the education partners, including TUI, in respect of a safe return to work for academic year 2021/22. Minister Harris announced on 21st July 2021 that he had secured an additional €105 million.

Limited places left on TUI's accredited course in Trade Union Studies for 2021/22

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. The venture has been a great success, with two cohorts of members now having completed the course, which addresses 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 are awarded a level 5 Certificate in Trade Union Studies. To date, participants have come from across the various sectors in which the TUI represents members and in feedback members have expressed their enjoyment and satisfaction 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 this year's course which is scheduled to commence in October 2021. For further information or to enrol contact John O'Reilly at joreilly@tui.ie

TUI Assistance Fund

Decisions of recent Annual Congresses established the TUI Assistance Fund which will aid in-benefit members, serving and retired, who find themselves unable to deal with serious issues, financial or otherwise, through no fault of their own and having exhausted all other available options.

Four members of the committee to manage the fund have been elected from among serving members while a fifth has been nominated by the Retired Members' Association. The

committee will commence its work shortly. Advice, funds and other assistance are now available.

Enquiries and requests for assistance should be directed to the relevant TUI Official.

Please note that Branches which report a surplus in their Annual Return may, at the Annual General Meeting, make a donation to the Assistance Fund to a maximum of €3,000. A small contribution from each member's annual subscription also supports the fund.



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17139 TUI Regular AVC Ad 07-21

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 Principal	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.

e 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 30 (max)

■ 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.



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TUI Guide for New Teachers

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).



– Treoir do Mhúinteoirí Nua

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

REGISTRATION WITH THE TEACHING COUNCIL

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

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 School are stand-alone employers
- ▶ teachers in C&C, Voluntary Secondary and Post-Primary schools are paid directly by the Department of Education.

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, 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.

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 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.



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.

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 booklet.

FIXED/SPECIFIC PURPOSE

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

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

WHAT ARE THE MAXIMUM CLASS CONTACT HOURS FOR A TEACHER?

A full-time teacher has a weekly maximum class contact time of 21 hours 20 minutes if he/she has any involvement in Junior Cycle. If he/she has no involvement in Junior Cycle,

Entitlement to a CID

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



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

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

Hours covering for a teacher:

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

These 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.

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

I'M PART-TIME. WHAT DOES THAT MEAN?

A part-time teacher is any teacher who is contracted for less than twenty two (22) hours per week. If you commence employment on or before the first Monday following the mid-term break in October and you have been appointed following a formal selection process, you are entitled to be paid on a pro-rata basis. This means that you will be paid the appropriate proportion of the

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

PAYMENT FOR 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. For example, a whole-time teacher on point

Part time salary = Number of Hours contracted per week/22 x Your point on scale

one of the salary scale for post-2011 entrants earns €37,692*. Therefore, if you are contracted for 16 hours per week:

Portion of salary = 16/22
Your part-time salary = 16/22 X
€37,692 = €27,412

WHAT IS CASUAL PART-TIME?

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

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

To calculate this hourly rate of pay (any hour in excess of 150), divide the point on the salary scale that you would be on, were you whole-time, by 735 (the annual teaching hours of a full-time teacher in a school year). For example, a teacher who would be on point one of the post January 2011 salary

Personal non-casual hourly
rate = Your point on the
scale/735

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

Personal non-casual hourly
rate = €37,692/735 = €51.28

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.

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. 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. 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 his/her 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 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.

The TUI is campaigning actively to achieve pay equality for new entrant teachers.

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 reflects 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 formally commenced Part 5 of the Teaching Council Acts 2001 - 2015 on 25 July 2016 which allows the Council to receive complaints about registered teachers, hold investigations and disciplinary hearings,

where deemed appropriate. The first question an investigation committee will ask is, 'Have all local procedures been exhausted?'. If the answer is in the negative, the complaint should be referred back to the school/centre.

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.

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 DE 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 she/he will find attendance at branch meetings invaluable.

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

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

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

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

PROTECT YOUR CAREER JOIN THE TUI TODAY

Teachers' Union of Ireland

73 Orwell Road, Rathgar, Dublin 6, Ireland D06 YP89

Phone 01 492 2588 Email tui@tui.ie www.tui.ie

Some advice for new

As you begin your new career in Post-Primary, Further/Adult Education or Higher Education, members

Liz Farrell

TUI Vice President and teacher at Coláiste Eoin, Hacketstown, Co Carlow

Congratulations on your appointment. You are about to embark on a career that brings joy, energy, learning, laughter, camaraderie, community, difficulties, disputes, wins and losses into your everyday life. It will test you, it will reward you, and it will shape you as a person. There are so many things I could say to you now but I've narrowed it down to the following.

Your colleagues are your friends, advisors, mentors, tutors and lifelines. Ask questions, seek support, they expect it.

Plan but be flexible.

Join your subject association.

Share your enthusiasm for your subject with your students.

You're not perfect and neither are the students you teach.

You will make mistakes, we all do, learn from them.

Get involved in school life, show students who you are.

Work at your own pace.

Remember you're dealing with teenagers all day, every day.

Be relevant, be positive, explain, laugh, connect, enjoy.

It is an important job, be proud of what you have achieved to date and aware of the potential that lies ahead.

Join a union.



LIZ FARRELL

Joanne Donaghy

Letterkenny Youthreach, Letterkenny, Co Donegal

Get to know your students and let them get to know you. Be fair in how you treat them and admit when you are wrong.

Don't head off on a solo journey. Ask for help and also share resources. Learn from each other as we are all in it together. There are always long-standing teachers in school who are happy to take someone under their wing.

All teachers know too well about planning but also be prepared for plans to fail. Flexibility is key and always have something up your sleeve to whip out when needed. Embrace change as no two days are the same. You need to learn quickly how to think on your feet.

My first mistake was that I didn't know my limits. I thought I could be all things to all people. Do your best but also have a balance by learning to say 'No' when you need to.

Laugh often. Find that work colleague who enjoys a laugh. Laugh at yourself and each other. It does the heart good. The key to a happy working life is to not let things fester. If something is annoying you, try to deal with it early on as things can quickly snowball. Just remember that you have to meet people somewhere in the middle. You won't always get everything you want. To be able to forgive and forget will see you well through your teaching years.



JOANNE DONAGHY

teachers and lecturers

Members of the TUI Executive Committee across the various sectors have some practical advice to offer.

Maria Parsons

Lecturer in Dún Laoghaire Institute of Art, Design and Technology

The first day and weeks as a new entrant assistant lecturer/lecturer are memorable and exciting but can also be stressful and starting during Covid times brings its own new challenges.

Over the first few weeks of starting a new job in the IoT/TU sectors I would offer the following advice. If possible meet and chat with colleagues teaching on your course. Other lecturers are a wellspring of practical advice and information. I would also suggest you find out the name of the local Branch Chair of TUI and become a member. The local Branch are an invaluable source of sectoral information on pay and terms and conditions and can advise and assist

on any issues or questions that you may have.

I would also advise that you become familiar with and understand the following Department Circular Letters. For starting salary and the award of increments see Circular Letter No. IT 01/05. To understand progression from the Assistant Lecturer to the Lecturer grade see Circular Letter No. IT 03/05. Many new appointments to the sector are on a pro-rata and/or fixed term basis. For CID entitlements and augmentation of contract hours see Circular Letter No. IT 0041/2016.



MARIA PARSONS

David Waters

Greenhills College, Dublin 12

The one piece of advice I would give any new entrant into teaching is to get actively involved in their local TUI branch. As teachers, the newer you are, the more vulnerable you are. By getting involved in the union you become far more knowledgeable of your rights and the inner workings of schools and the education sector. This will help you navigate the complicated world of contracts and the ever-increasing demands of the profession.

I initially got involved in TUI because of the two tier pay scales unilaterally imposed before I joined the profession. I felt my generation of teachers were being singled out to burden horrendous pay cuts that had a serious effect on life

choices such as the ability to save for a mortgage.

The more teachers are actively involved in the TUI, the more hope we have of finally ending the outrage of pay discrimination. Since the two pay scales were introduced in 2011, the TUI has bridged the gap for post-primary teachers from €500,000 to €80,000 over a career. This is great progress but has taken a decade to achieve and there is still more to do. Of course, there will always be other critical challenges that need to be addressed too. The more new teachers are involved and playing an active part in the union, the louder our voices become.



DAVID WATERS

The following updates have been provided by the Teaching Council

Teaching Council – new self service portal on the way

The Teaching Council is moving to a new one-stop, self-service portal during October.

This will offer enhanced services and greater convenience for you as a registered teacher where you'll be able to access and manage your registration information 24/7 online.

The current online facilities will be improved and augmented to include review of decision requests, extension requests for conditional registration, adding additional subjects/qualifications and completion of Droichead.

These changes will enable the Council to provide a faster, more efficient, and easier to use service for the 110,000 teachers on the register and future registrants.

What happens next?

- To support the switchover to the new self-service portal, the Council will contact you in early October to ask you to activate your personal account. It would be greatly appreciated if you could complete the activation process without delay. This will ensure you can continue to access your registration information and avail of the improved and streamlined services.
- When completing the activation process, you'll need to have an email address that is unique to you, i.e., it can't be a shared email with another registered teacher.
- From October onwards, processes such as re-vetting and registration renewals will only be available online, so you'll need to have an active account.
- All teachers will be sent guidance and information in advance.

Please bear October in mind for the

switchover to this new and enhanced service for teachers.

Registrations

There are over 48,000 teachers on the Register of Teachers under Post-primary. These numbers include 2,100 NQTs who graduated this summer from Irish Higher Education Institutions. This includes approximately 1,600 NQTs who graduated this summer from Irish Higher Education Institutions and were registered as part of the NQT fast-track process. This reflects an increase of 200 NQTs on 2019 figures. Registrations under Further Education remain consistently high.

Droichead

During the last school year, a total of 1,599 NQTs engaged in Droichead across 558 post-primary schools. Of these, 14 post-primary schools availed of the flexible arrangements to support 24 NQTs to undertake the process. The schools agreed these arrangements in advance with the NIPT as set out in the Council's Transitional Arrangements document. If you are a school or an NQT participating in Droichead this year please ensure that you are fully aware of the requirements of the process and any arrangements that may apply to your particular situation. NQTs must discuss participation in Droichead in advance with the school and ensure that they have all the correct information for application. At the end of the process please make sure that you double-check the final documentation for accuracy.

Re-vetting

The Council is continuing to ask registered teachers in rotation to complete the re-

vetting process. Each month the Council invites a cohort of teachers to commence re-vetting. The cohort is decided by a combination of renewal date, date of previous vetting and other factors. In early October, the Council will be asking some teachers with registration dates in March 2022 to complete the re-vetting process. Then the following month some teachers with April renewal dates will be asked. If you are asked to complete the process, please do so immediately. If you are not asked, please don't worry as you will be asked in the coming years. The Council has information videos on the website to help you and your co-operation in this would be appreciated.

Registered with Conditions

Teachers who are registered with conditions are generally given three years to meet the requirements of their registration. If you are reaching the expiration date of your registration with conditions, you should submit evidence that you have met the requirement. If you have not been in a position to meet the requirements you must request an extension of time. If you are contacted regarding your conditions please respond immediately by submitting the necessary documentation/evidence to support any request for an extension of time. It is important to note that teachers who do not engage or do not show evidence of attempting to address their conditions are putting their registration at risk.

Changes to Induction in England

The Teaching Regulatory Authority (TRA) is the competent authority in England with responsibility for regulating the teaching profession, including induction, in England. In September 2021, the TRA introduced a new two-year induction process called the Early Career Framework (ECF). The Council will only accept the induction process completed in England where it is officially recognised by the Teaching Regulation Agency (TRA). Currently the Council recognises induction processes completed overseas by Irish registered NQTs only where it has state recognition and oversight by the relevant competent authority e.g. NESA in NSW Australia, Ontario College of Teachers in Ontario Canada, GTCS Scotland etc. The previous acceptance of the "shadow" induction process in England is being discontinued as it lacks oversight and approval by the TRA. This means that the induction process in England will now be treated the same as all other countries.



IN MAY, TUI EXPRESSED ITS CONTINUING SUPPORT FOR EDUCATION UNIONS AND OTHER HUMAN RIGHTS CAMPAIGNERS IN PALESTINE, PARTICULARLY ON THE OCCASION OF A GENERAL STRIKE IN OPPOSITION TO AGGRESSIVE POLICIES THAT LED TO LOSS OF HUMAN LIFE, Hugely disproportionately affecting the Palestinian population. PICTURED ARE TUI PRESIDENT MARTIN MARJORAM, EXECUTIVE COMMITTEE MEMBER MARIA PARSONS AND JIM ROCHE, EQUALITY OFFICER, DUBLIN COLLEGES.

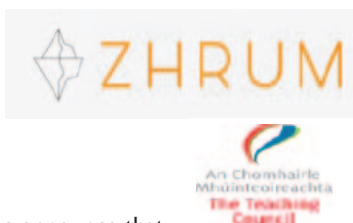


The Teaching Council are thrilled to announce that all the FÉILTE favourites are returning online on Saturday, 2 October 2021 from 10am to 4pm.

Join us for a live panel discussion where our theme Transforming Teaching in a Sustainable World will be explored, a keynote interview with Roddy Doyle, a former teacher, author and screen writer and much more. Attendance is free!

Register for FÉILTE now.

Free trial offer to all registered teachers – Maximise your potential



The Teaching Council is delighted to announce that from 23 August to 31 December 2021, all registered teachers will have free access to a new online personal and professional development platform. The online platform, called Zhrum, uses coaching methodologies to provide a holistic development experience. It enables users to build on their existing strengths while developing new ones at a time and place that suits them. Teachers are encouraged to try out this free resource over the coming months to support their personal and professional growth, with no commitment or renewal obligation. All registered teachers will have access to this new online personal and professional development platform by entering a unique token code. For more information see the Teaching Council's ezine on this topic in your mailbox or contact help@Zhrum.com

Standardised School Year 2021/22

October 2021 mid-term break

Schools will close from Monday 25th October 2021 to Friday 29th October 2021 inclusive.

Christmas 2021

Schools will close on Wednesday 22nd December 2021, which will be the final day of the school term. Schools will re-open on Thursday 6th January 2022.

February 2022 mid-term break

Schools will close from Monday 21st February 2022 to Friday 25th February 2022 inclusive.

Easter 2022

Schools will close on Friday 8th April 2022 which will be the final day of the school term. Schools will re-open on Monday 25th April 2022.

See Circular Letter 05/2020 for full details. This can be downloaded from the TUI website.

Suspension of restrictions to Career Break Scheme and Job Sharing Scheme for 2021/22 school year

Suspension of restrictions to Career Break Scheme

In response to issues raised in relation to teacher supply, certain restrictions imposed in the Career Break Scheme have been suspended for the past number of school years. Information note TC 15/2021 advises that these restrictions are also suspended for the 2021/22 school year.

A teacher who is on a Career Break may now be employed, in a substitute capacity only, without the restrictions imposed in the Career Break Scheme as contained in Chapter 7 (Paragraph 8.1) of Circular 54/2019. A teacher who is availing of a Career Break and is employed in a substitute capacity will be paid at the same rate as a regular substitute.

See information note TC 15/2021 for full details.

Suspension of restrictions to Job Sharing Scheme

Similarly, the restriction of engaging in substitute teaching imposed in the Job Sharing Scheme as contained in Chapter 8 (Paragraph 11.1(a)) of Circular 54/2019 was suspended for the 2020/21 school year. Information Note TC 0016/2021 advises that the restriction will also be suspended for the 2021/22 school year.

A Job Sharing teacher may now be employed to work in a substitute capacity, during the period he/she is rostered off duty.

Given the need to minimise movement between schools during the current COVID-19 pandemic, the Job Sharing teacher is limited to carrying out substitute work in his/her own school.

A Job Sharing teacher who is employed in a substitute capacity will be paid the personal rate of pay (including personal allowances). Such substitute teaching will count towards progression on the incremental salary scale and superannuation. This is subject to the requirement that a Job Sharing teacher can advance to the next incremental point on the scale only after a minimum of 365 days after the last increment was awarded. A Job Sharing teacher undertaking a combination of work in a job-sharing capacity and as a substitute in his/her own school is not permitted to exceed the maximum number of weekly contracted hours of a full time teacher.

See information note TC 0016/2021 for full details.

‘Prioritising education would drive positive change for the individual, for our communities and for our economy’

An Irish Times feature in June asked public figures and educationalists to share their ‘big ideas for the future of education’. In his contribution, TUI General Secretary Michael Gillespie focused on the core issue of resourcing and the continuing scandal of pay discrimination.

“Without significantly increasing funding for the education sector, any debate around its future will prove to be little more than a talking shop,” he said. “Now more than ever, education spending must be seen as essential investment in Ireland’s future. The dividends of prioritising education in such a way would drive significant positive change for the individual, for our communities and for our economy.”

“Latest figures show that only three OECD countries spend a lower proportion of national wealth on education than Ireland - at second level we’re actually bottom of the pile - and it is those students from disadvantaged backgrounds who suffer the most as a result.”

“Also, if we aspire to levelling the playing field for all learners, irrespective of background or ability, we must continue to attract the best graduates to teaching and lecturing by finally eliminating the scourge of pay discrimination.”



MICHAEL GILLESPIE

Spectrum.Life Wellbeing Events

Mental Health Seminars

Spectrum.Life have organised a range of **Principal and Deputy Principal Mental Health Seminars**. Through late August and September, these will cover resilience, conflict resolution, and communication.

Following this, **School Community Mental Health Week Seminars** will stream every day from Monday, October 11th to Friday, October 15th. These will cover, Mental Health 101, The Psychology of Healthy Eating, Exercise for the Mind, and Beating Burnout. An expert panel discussion on Wednesday, October 13th will address the importance of self-care and mental health.

Find all the information you need to access the seminars on the Wellbeing Together Hub tab of your online portal. Or you can email hello@spectrum.life for direct links to each event.

Everyone in the school community is welcome to join these seminars. All seminars will be streamed live at 16:15,

but if you miss them, don't worry! You will find the recordings in the Wellbeing Tab in the online portal once they are finished.

Clinical Support

The Spectrum.Life team is always there to chat and provide immediate support if you are experiencing a crisis or just want someone to talk to. Providing 24/7 in the moment clinical support, 365 days a year, the support provided to you is tailored to care for your specific wellbeing needs.

Whatever is on your mind, contact Spectrum.Life free and confidentially on:

- Freephone: 1800 411 057
- WhatsApp & SMS: Text ‘Hi’ to 087 369 0010
- Email: eap@spectrum.life
- Live chat with our Case Managers via your wellbeing portal and phone app (see below)

Sign up to your online portal!

- Go to



wellbeingtogether.spectrum.life and use the unique organisation code, y1VIUI7, to register.

- Go to **wellbeingtogether.spectrum.life** to sign in anytime thereafter.
- Download the Spectrum.Life phone app from the App Store or Google Play Store.

Contact schools@spectrum.life if you would like a full digital setup pack for your school. This includes email template, poster, brochures etc.

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

Castleisland Community College wins 'Design a Home for Everyone' competition

Castleisland Community College has scooped the overall awarded in the inaugural Construction Industry Federation (CIF) Design a Home for Everyone competition.

The Kerry school's winning entry, "No Man is and Island", looked at creating a sustainable solution to address the current Irish homeless crisis, and the mostly female student group extensively researched environmentally sustainable practices in constructing homes of the future.

The students also worked with Lee Mangan, CEO of Madden and Mangan Construction, to advise on the optimum blend of material, design and building techniques to make this possible. The ultimate design is fully accessible for people of all ages and abilities and embraced new smart home technologies, that would enable these houses to be built in a cost-effective way.

This competition, which in its inaugural year was aimed at second level schools and Youthreach students, is a team-based project where participants nationwide worked together to design a home that helps 'solve' climate change, the housing crisis, and addresses inclusivity. The submitted designs needed to be eco-friendly, affordable, and suitable for both elderly people and those with physical disabilities.

Castleisland Community College will have their design rendered into a three-dimensional model, so they can 'walk' through the house with a range of ambassadors, politicians, celebrities, parents, and local councillors in late 2021.

In addition, the community college will receive high end measuring equipment, a laser level and a masterclass in the use of the equipment as well as wi-fi equipment. The winning team members will have the option of taking a CIF scholarship or having access to the federation's apprenticeship programme if they do decide to take a construction-related career route in their future.

This programme was developed by "Class Of Your Own" led by CEO Alison Watson MBE in collaboration with TUI, the Techno Teachers Association Ireland, the Engineering



Technology Teachers Association and the Institute of Guidance Counsellors. This programme is designed to complement current teaching and career guidance principles.

"We want to commend all the schools that entered. We are delighted for Castleisland Community College who are the first recipient of this award," said Frank Kelly, President of the CIF. "The standard across all the entries was exceptional, and the judging process was very challenging. The mix of innovation, sustainability and the vision was inspirational. We look forward to creating the virtual model and sharing this with the public. We would encourage schools to contact the CIF to find out more about careers in construction."

Minister for Housing, Local Government and Heritage, Darragh O'Brien, TD said, "Given the critical importance of the construction sector in Ireland, we want to inspire the next generation to get involved and to bring their innovative ideas for good quality, affordable, sustainable housing to the sector. It's crucially important that young men and women see the construction industry as a viable career choice and competitions such as this one clearly demonstrate the CIF's commitment to making that a reality. I'd like to personally thank all of the students and their teachers who engaged with this competition and put so much effort into it."

"This competition has created a sense of awareness amongst our student population - an awareness of the many challenges our

society faces today such as climate change, the housing crisis, how to live sustainably among others which also ties in with our school's sustainability strategy," said Teresa Lonegan, Principal of Castleisland Community College. "Even the title of the project "No man is an Island" ties in very much with our school's vision where the sense of community and teamwork plays a huge role in everything we do here in school."

New competition for 2021/22 will focus on sustainability and how construction can positively impact on climate change

Following on from the very successful "Home for Everyone" competition, the CIF will launch a new competition in September, with the focus this time on sustainability and how construction can impact positively on climate change. The task will be for teams to consider the design and construction of a project and seek to provide solutions to issues such as energy use, material choice and methods of construction. The objective is to engage with students and showcase the exciting world of construction and careers in an industry that can change the world they live in. More details will be available on www.cif.ie in the coming weeks.



**The 2021/22
TUI diary/handbook and
wallplanner have been
distributed to all workplaces**



Have we your correct membership details?



Have you transferred from one employer to another?



Have you just returned from a Career Break, Leave of Absence or any other form of unpaid leave e.g. maternity or parental leave?

If the answer is "Yes" to either of the above questions, please ensure that you complete a new Deduction at Source (DAS) form immediately!

DAS forms are available on page 33 of this magazine and also on the TUI website – www.tui.ie. They are also available from your School or College Workplace Representative and from Head Office.

Send your DAS form to:

for members in the ETB sector:

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

Or

for members in the Community & Comprehensive, Voluntary Secondary and IoT/TU sectors:

Janet Anderson, Membership Secretary,
TUI, 73 Orwell Road, Rathgar, Dublin 6 -
janderson@tui.ie

It is essential that the TUI has your correct up-to-date personal contact details so that you can:



Participate in Union ballots and/or surveys



Receive Union advice and guidance

You can update your details by logging onto
<https://www.tuiservices.ie/updatesmydetails/shortcut.aspx>

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 funding for a project you are involved in or support, please provide details of the project to Patricia Keating, Administrative Officer at pkeating@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 29th October 2021.

Last year a total of 8 projects received a contribution from the TUI's Global Development Fund including:

- **Kate Lynch Scholarship Fund** (M. Hunt, retired)
Education in Tanzania. In memory of former TUI President, Tom Hunt
- **Nepal Leprosy Trust** (M. Winterburn, Limerick Colleges)
Funding of education/training for children of leprosy sufferers
- **HIRN Palestine** (M. de Bara, Limerick City Branch)
Creation of a playground for the As-Simiya primary school (West Bank)
- **Harambee Scholarship Fund** (Pasqueline Tierney, Dublin Colleges)
Sponsoring children from Mukuru, Kenya to attend secondary school
- **Friends Orphanage School**
Houses and educates HIV positive

and vulnerable children in Uganda

- **Little Sisters of St. Joseph**
To aid a vocational education centre in Tanzania Presentation Brothers and Renovation of pre-school facility in a rural community in northern Ghana
- **The Greater Chernobyl Cause**
Funding the building of orphanages in Kazakhstan, Russia and Ukraine.

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.

TUI members, take out Car Insurance you can trust!

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Get up to a **62% discount** with the
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(minimum premium of €311.23,
underwriter T&C's apply)



You could **WIN*** a top-class **Weber BBQ!**

We're giving teachers who join the Teachers' Car Insurance Scheme for the first time and enter the competition **between 02.08.21 – 30.09.21** the chance to **WIN a Weber BBQ**. To enter, scan QR code and fill in your details. Or go to: <https://qrco.de/bcHFxD>. T&C's apply.



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SEARCH  **Cornmarket Teachers Car Insurance**

The Teachers' Car Insurance Scheme available through Cornmarket is underwritten by RSA Insurance Ireland DAC. RSA Insurance Ireland DAC is regulated by the Central Bank of Ireland. *T&C's apply: There will be one winner of the Weber BBQ. You must have passed the 14-day cooling off period. Deadline for entry is 30/09/2021. Draw takes place on 15/10/21. There is no cash alternative to the prize in whole or part. Prize draw is open to persons aged 18 and over who are ROI residents. Scan QR code or visit <https://qrco.de/bcHFxD> to view full T&C's.

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17286 TUI advert 08-21



MEMBERSHIP APPLICATION FORM

Teachers' Union of Ireland / Aontas Múinteoirí Éireann

73 Orwell Road, Rathgar, Dublin 6, 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:	Personal 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? <input type="checkbox"/> Fewer than full hours?* <input type="checkbox"/>	*If on fewer than full hours, please indicate the number of regular weekly timetabled hours. <input type="text"/>
	Non-Permanent: Full hours? <input type="checkbox"/> Fewer than full hours?* <input type="checkbox"/>	
	Job-share? <input type="checkbox"/>	
Are you registered with the Teaching Council?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Date you commenced teaching:

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, retention and deletion and breach control measures and by maintaining accuracy.

Consent

Under GDPR, 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 requires 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; the TUI Credit Union, Cornmarket Insurance and other suppliers of 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 writing to the TUI Data Protection Officer:
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.

**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 6, 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 (or Staff Number for Third Level) - 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 _____

To make a deduction from each salary cycle of 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 and to notify the Teachers' Union of Ireland if I wish to amend or cancel the deduction from my salary.
- 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 salary or the product that I am availing of.
- The TUI will advise the Department of Education/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 TUI Annual Congress.

N.B.: The Department of Education and/or ESBS do not accept DAS forms and have requested that the TUI hold the original form on behalf of the member.

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Consent

Under GDPR, 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 requires 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 writing to the TUI Data Protection Officer:

TUI Data Protection Officer, 73 Orwell Road, Rathgar, Dublin 6 D06 YP89 or by emailing dpo@tui.ie.

**OFFICIAL
USE ONLY**

New Member: ☐ Existing Member: ☐

Number:

Area:

Branch:

Why join TUI?

www.tui.ie



10 Reasons...

Pay and Conditions

TUI campaigns for improvements in members' terms and conditions.



Together we are stronger

TUI represents over 19,000 members.



Let your voice be heard

We value your input and views.



TUI Credit Union

TUI Credit Union provides a range of financial services to members and their families.



Proven Track Record

TUI has secured permanency for members, increased hours and improved terms and conditions.



Up-to-date information through...

TUI Magazine 'TUI News', TUI Members' App, Social Media Platforms and the Union's website www.tui.ie.



Salary Protection & Insurance

Through Cornmarket Financial Services, TUI members have access to important financial and insurance services.



Professional Advice

Access to high quality professional advice including, where necessary, legal advice and assistance.



Representation Nationally

Developed expertise in representing members at all relevant industrial relations fora.



Education and Professional Matters

Representing you on various education bodies including ETBs, Boards of Management, the Teaching Council and the NCCA.



RMA News



As the new school year starts, it is now time for you as retired members to re-engage with RMAUI. You have recently received post addressing a number of matters.

Membership Renewal

If you are not yet on Direct Debit or Deduction at Source from the PSSC, it is now time to respond to the renewal letter. Your Subscription of €25 and the form should be returned by September 30th if possible.

Extra-ordinary General Meeting (EGM)

The Management Committee have called an EGM for the 19th of October in the Rose Hotel, Tralee, Co Kerry. This is necessary to adopt the RMA accounts for 2019/2020 and 2020/2021 as no AGM could be held in May 2020 or May 2021. You have received notice of this EGM and the programme for that afternoon.

Autumn Break

No breaks have taken place since the very successful Autumn 2019 break in Waterford (Treacy's Hotel). This year, the break is taking place in the Rose Hotel in Tralee on October 19th, 20th and 21st. It is hoped to run the break as normal with tours on the Wednesday and hopefully Thursday. We have organised the break on the strict understanding that all participating members are fully vaccinated.

Retired Workers Representation Bill

You may be aware that at the end of June, Deputy Brid Smith tabled a Bill in Dáil Éireann to amend Industrial Relations Legislation to allow for access to the Workplace Relations Commission and the Labour Court for bodies representing Retired Workers (photo of Kildare Street rally on June 29th below). The Government amended her Bill which has resulted in a twelve month 'consultation' period being introduced. We expect the consultation process to commence shortly. To facilitate the process, an ad-hoc 'umbrella' group has come together under the banner of the Senior Citizens Parliament. This group includes the Alliance of Retired Public Servants and groups representing retirees from the Semi-State Sector. While it is regrettable that the ICTU failed to demonstrate support for the Bill, it is acknowledged that it will require further amendments. That the Government did not attempt to vote it down is due in no small way to the volume of lobbying carried out by members of the Alliance and other Retired Associations including RMAUI.

RMATUI Branches

While we are aware that some RMA Branches have held regular Zoom meetings, many did not. Now that all of our members should be vaccinated, it is time to resume 'normal business'. Where possible, we would encourage RMA Branches to resume meetings, noting that AGMs should be held in October.

Membership

If you are aware of colleagues who have retired this year or last year, please encourage them to join us. It is worth noting that some may be retiring at the end of October this year, or between then and the end of the year (1% rise due on Oct 1st). The RMAUI membership application form is downloadable from the website – www.rmatui.ie

More detailed information about the Pensioners' Representation Bill is also on the website. Finally, we hope to see many of you in the Rose Hotel in October for the EGM and the Autumn Break. In the meantime stay safe: wear that mask, wash those hands and stay healthy.

Daniel Keane,
RMATUI Secretary

Martin Hoyer,
National Chairperson

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An annual subscription to each Digital Teaching Pack provides access to:

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Year Three: 34 Lessons (22.5 hours)
Transition Year:

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'Cothaigh' Blianta 1, 2 & 3 ar fáil freisin.

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Congratulations to:**Vol 43 No 3 winner**

Laura Buckley, St Peter's College,
Dunboyne, Co Meath
and

Vol 43 No 4 winner

Anne McElhinney, Crana College,
Buncrana, Co Donegal

Crossword

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

Only one entry per member.
Photocopies can be submitted.

Name _____

Workplace _____

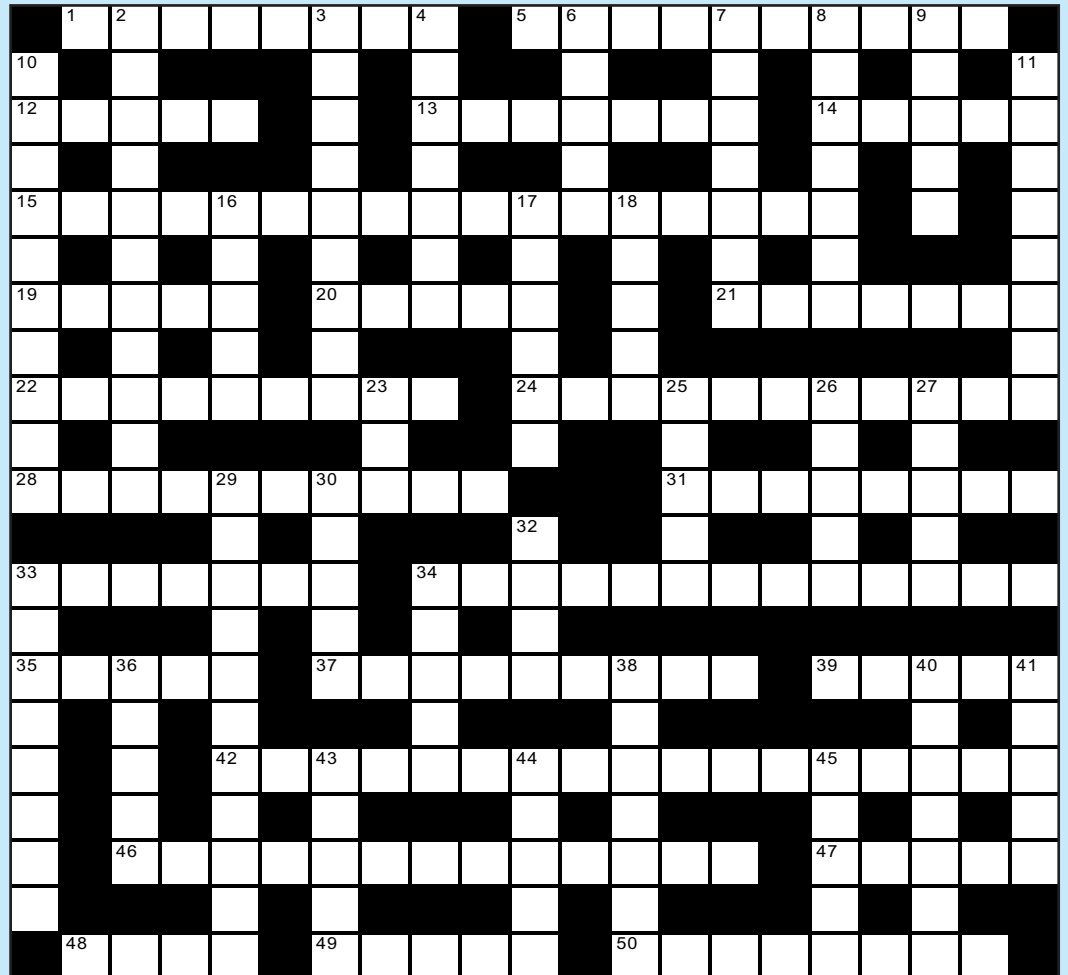
Address _____

Contact number _____

TUI Branch _____

Send entries to
TUI Crossword September 2021,
TUI, 73 Orwell Rd, Rathgar,
Dublin 6, D06 YP89.

Closing date for entries:
Friday, 22nd October, 2021.



ACROSS

- 1 Forceful and definite in expression or action (8)
- 5 1986 fantasy film starring Sean Connery and Christopher Lambert (10)
- 12 Cause to accept or become hardened to; habituate (5)
- 13 1975 E.L. Doctrow novel set in early 20th century New York (7)
- 14 ----- Boy, Irish sitcom created by Chris O'Dowd (5)
- 15 Spaghetti Western starring Clint Eastwood (1,7,2,7)
- 19 After the expected or usual time; delayed (5)
- 20 The feeling of being bored by something tedious (5)
- 21 Fifth letter of the Greek alphabet (7)
- 22 Waterproof hat with wide slanting brim longer in back than in front (9)
- 24 An enclosed space for producing reverberation of a sound (4,7)
- 28 Sewing or embroidery (10)
- 31 The state of being disregarded or forgotten (8)
- 33 A metadata tag made popular through social media site Twitter (7)
- 34 The last day before Lent (6,7)
- 35 Lizards typically with immovable eyelids; completely harmless (5)
- 37 A quadrilateral with two parallel sides (9)
- 39 Established custom (5)
- 42 American essayist, lecturer, and poet who led the transcendentalist movement of the mid-19th century

DOWN

- (5,5,7)
- 46 Air Force station in Florida where many US spacecraft have been launched from (4,9)
- 47 1990 romantic drama starring Patrick Swayze and Demi Moore (5)
- 48 A market town at the meeting of the River Barrow and the Grand Canal in south-west County Kildare (4)
- 49 Relative to or affected by tides (5)
- 50 Prolonged unfulfilled desire or need (8)
- 2 Parisian cabaret venue (6,5)
- 3 Characterized by unrest, disorder or insubordination (9)
- 4 A humorous or satirical drawing published in a newspaper or magazine (7)
- 6 A prefix, meaning "inwardly," "within,"
- 7 The Beauty Queen of ----- 1996 play by Martin McDonagh (7)
- 8 (Greek mythology) the goddess of divine retribution and vengeance (7)
- 9 ----- & Ivory - 1982 song performed by Stevie Wonder and Paul McCartney (5)
- 10 Supported by both sides (10)
- 11 An agent that specifies the structural properties of a design object (8)
- 16 An aromatic perennial evergreen herb with culinary, medicinal, and ornamental uses. (5)

- 17 2017 action crime film written and directed by Edgar Wright
- 18 Any of numerous conifers of the genus Larix all having deciduous needle-like leaves (5)
- 23 The conscious mind (3)
- 25 A colourless gas (O3) soluble in alkalis and cold water (5)
- 26 ----- With Me - hymn sung before FA Cup Finals (5)
- 27 Make by combining materials and parts (5)
- 29 A method of planographic printing from a metal or stone surface (11)
- 30 Isle of ----- Largest and second most populated island in England (5)
- 32 Force or impel in an indicated direction (4)
- 33 The dominance or leadership of one social group or nation over others (8)
- 34 Stage name of Saul Hudson (5)
- 36 Of, relating or belonging to a city (5)
- 38 Devoid of violence or disruption (7)
- 40 A double-reed instrument; the tenor of the oboe family (7)
- 41 A principle of belief, especially one of the main principles of religion or philosophy (5)
- 43 Not forbidden; Lawful (5)
- 44 A heavy block of iron or steel on which hot metals are shaped by hammering (5)
- 45 Urge on; cause to act (3,2)