



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

VOL.40 / NO.2

September 2017

PAY EQUALITY



THE FIGHT CONTINUES

Reminder – Vote 'NO' to reject proposed Public Service Stability Agreement – See p.4

A Word from the President – Joanne Irwin

CONTENTS:

- p.2 A Word From The President
- p.4 Updates from across the sectors
- p.6 Key TUI directives
- p.7 Overwhelming vote against peer evaluation
- p.8 Have we your correct membership details?
- p.12 The positive effects of TUI's Third World Fund
- p.13 Standardised school years 2017-2020
- p.14 New to teaching or lecturing? Your contract explained
- p.17 Update on curriculum development
- p.18 TUI welcomes Admissions and Voluntary Contributions Bills
- p.20 HPV vaccine – an article by the HSE
- p.22 TUI membership and DAS forms
- p.24 Principal and Deputy Principal's Association (PDA)
- p.27 RMA News
- p.28 Crossword with €250 prize

Colleagues,

I would like to take this opportunity to welcome you back to your schools, centres and colleges and I wish you well for the forthcoming academic year. As I commence my second term as President, you can be assured that I will continue to work diligently on your behalf.

Welcome to all new teachers and lecturers

A very special welcome to all new teachers and lecturers. I hope that you find your new profession both enjoyable and stimulating. If you have not done so already, I strongly urge you to protect your career by joining TUI today. Application forms are available in this edition of TUI News or, alternatively, you can join online at www.tui.ie

Vote 'No' to reject Public Service Stability Agreement

As you are no doubt aware, TUI is strongly recommending that members vote 'No', to reject the proposed Public Service Stability Agreement 2018-2020, in the national ballot that is currently taking place. In a second ballot, the Executive Committee is recommending that members vote 'Yes' to

engage in a range of industrial action in order to secure a fair and sustainable resolution of issues, most notably pay inequality.

It remains completely unacceptable to us that two colleagues, recruited within days of one another, are paid significantly different rates for carrying out the same work. We have prioritised and campaigned extensively on this issue and some significant progress has been made.

However, while the proposed agreement contains modest pay elements, it would, if accepted, have the effect of delaying a resolution of the issue of pay inequality for at least three years. Therefore, we are seeking a strong message from members that further delay is not acceptable and that, should it be required, we are willing to engage in a range of industrial action to resolve these issues.

A survey of TUI members earlier this year found that almost 30% of recent entrants to post-primary teaching believe it is 'unlikely' or 'very unlikely' that they will still be in the profession in ten years' time. Clearly, the issue of pay inequality is not only an unacceptable injustice but also a serious threat to the quality of the education system.



Joanne Irwin
President
president@tui.ie

Seamus Lahart
Vice-President
vicepresident@tuimail.ie

John MacGabhann
General Secretary
jmacgabhann@tui.ie

EDITORIAL

Annette Dolan
Deputy General Secretary
adolan@tui.ie

Declan Glynn
Assistant General Secretary
dglynn@tui.ie

Aidan Kenny
Assistant General Secretary
akenny@tui.ie

Michael Gillespie
Assistant General Secretary
mgillespie@tui.ie

Colm Kelly
Assistant General Secretary
ckelly@tui.ie

Bernie Ruane
Assistant General Secretary
bruane@tui.ie

David Duffy
Education & Research Officer
dduffy@tui.ie

Nadia Johnston
Administrative Officer
njohnston@tui.ie

Conor Griffin
Press & Information Officer
cgriffin@tui.ie

PRODUCTION

TUI News is published by the Teachers' Union of Ireland.
Aontas Múinteoirí Éireann,
73 Orwell Road, Rathgar, Dublin 6.

T: 01-492 2588 F: 01-492 2953
E: tui@tui.ie W: www.tui.ie

Printed by:
Typecraft Ltd.



TUI PRESIDENT, JOANNE IRWIN

Ballot papers, a special ballot edition of TUI News and the full text of the proposed agreement have already issued to workplaces. Please also check out the short information videos on the TUI website and on the Union's social media platforms. If you have not done so already, please ensure that you return your completed ballot papers to our auditors, Deloitte, (in the envelopes provided) by 5pm on Thursday, 14th September.

The union will continue to be strategic in its approach and this, of course, involves being strategic in the use of the mandate you the members provide.

Third level members accept agreement on Technological Universities

In a national ballot in June, TUI members in Institutes of Technology voted by a large majority (74% to 16%) to accept the TUI, DES and THEA Agreement of May 2017 on Technological Universities.

Consequently, the Union advised all third level branches (on 2nd of August) that the directive not to cooperate with any merger activities relating to the proposed Technological Universities was suspended from that date.

Of course, TUI's co-operation with the process depends upon the amendments to the Technological Universities Bill, which are

set out in the Agreement (of May 2017), voted on by members, being fully incorporated into the Bill and into the legislation, when enacted. We will be vigilant in ensuring that the good faith which TUI members have shown is reciprocated by the Official side and Government.

Members vote overwhelmingly against any element of peer evaluation

In another national ballot in May, over 90% of TUI members voted not to engage in or co-operate with any form of peer evaluation, in any setting. A directive has issued to members.

In addition, until such time as adequate and appropriate resourcing is agreed with TUI, members will not co-operate with the implementation or extension of the Droichead programme. We have made clear to the Department what resourcing we believe is required for the programme. A directive will issue if appropriate resources are not provided.

Continuing deflection from teaching and lecturing

Colleagues, a constantly escalating challenge for teachers and lecturers is the drift away from the core duties of teaching and learning due to an increasing and frequently intolerable administrative workload.

In a survey carried out among TUI members earlier this year, 91% of teachers stated that bureaucratic duties regularly deflect from their teaching, while 96% said that their workload had increased significantly in recent years. This situation also applies in the further/adult education and third level sectors.

Put simply, educators have nothing left to give and this unacceptable workload must be pared back. TUI will continue to campaign against this unsustainable situation in every appropriate forum.

Posts of Responsibility

TUI is currently in talks with the Department of Education and Skills to ensure the commencement of the restoration of posts of responsibilities in our schools. It has been agreed that in this, the first phase of restoration, priority will be given to those schools that lost most since the introduction of moratorium in 2009 by way of an adjustment in the alleviation threshold.

Retired Members

I would like to thank those who have retired or who will soon retire from teaching or lecturing. You have served the education system and TUI with distinction while having had a positive impact on the lives of so many. Enjoy every moment of your retirement, and I urge you to join the Retired Members' Association (RMA) to keep up to date on a range of important issues and to avail of some great social and travel opportunities.

New TUI app

The TUI will be launching a new mobile phone app for members over the coming weeks. The app, which will be available both on Google Play and the App Store, is designed to improve communication with members. Users will be able to access useful and relevant documentation, update contact details and keep up to date with both national and local TUI events. Further details will be communicated soon.

Play your part – be an active member of TUI

Finally, please remember that you are your Union. Play an active part in shaping TUI's policies and driving its campaigns by attending and participating in Union meetings. Make sure that your voice is clearly heard in the coming months.

Joanne Irwin

Update on issues – Second Level

Croke Park Hours

As a result of the DES/TUI Agreement, May 2016 and effective from the commencement of the 2017/2018 academic year, there is an increase in the number of Croke Park hours that can be undertaken on other than a whole school basis. Now, 10 of the 33 hours are for use in blocks of no less than 30 minutes and on other than a whole basis - this represents a further increase in the number of hours that can be used for individual planning and development purposes (from 8 in 2016/2017 to 10 in 2017/2018). The hours must be undertaken in accordance with CL43/3014 as amended by paragraph 21 of CL45/2016.

A review on the overall use of the Croke Park hours is still underway with the Department of Education and Skills and the management bodies.

Junior Cycle Professional Time

As previously advised, every teacher involved in the delivery of Junior Cycle has an entitlement to 40 minutes of professional time per week with effect from 2017/2018 academic year. Accordingly, the maximum class contact time for a full-time teacher is now 21 hours, 20 minutes. This entitlement arises, regardless of whether or not implementation of the Junior Cycle

specification has commenced for his/her subject area/s.

As agreed in September 2015, one of the five immutable principles which must underpin any reform of the Junior Cycle involves greater professional collaboration between teachers. 'Teachers will need structured time as well as support to develop such professional collaboration. Provision will have to be made for meetings and other collaborative activities between teachers, and this provision will need to be accommodated within each teacher's timetable.'

The provision of 40 minutes of professional time should be used by the teacher for:

- Individual Teacher and Subject Department professional activity including Assessment For Learning (AFL) and feedback
- Reporting and inputs compiled for the Junior Cycle Profile of Achievement (JPA)
- Subject Learning and Assessment Review meetings

Junior Cycle Gaelge

TUI will shortly conduct a survey for teachers of Junior Cycle Gaelge to ascertain their views on the provision for, and assessment of, Oral competency in the new Junior Cycle specification. We would

encourage all relevant members to complete this survey to reinforce and assist our efforts to assert the centrality of spoken proficiency.

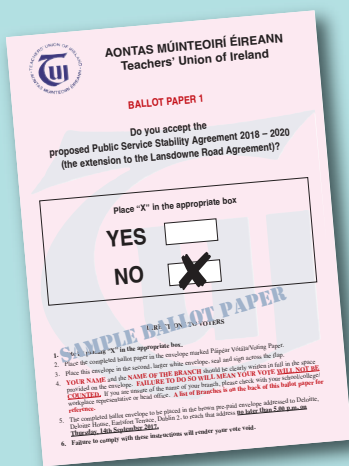
Allocation of additional hours to teachers on less than full hours

CL59/16, issued in August 2016, provided a revised mandatory sequence for the allocation of additional hours/posts that become available in a school/scheme. CL49/2017, issued in June 2017, set out a similar sequence for Voluntary Secondary Schools. It is vital that the rights of members on part-time hours and low income be vindicated. Please ensure therefore that the terms of the circulars are strictly applied. Bring any breach or concern to the notice of your Branch/TUI Head Office.

Commencement of restoration of Posts of Responsibility

TUI has been provided with a draft circular setting out the commencement of the restoration of posts of responsibility in our schools. TUI has sought significant amendments to the draft circular and further updates in this regard will issue in due course.

Reminder – Vote 'NO' to reject proposed Public Service Stability Agreement 2018-2020

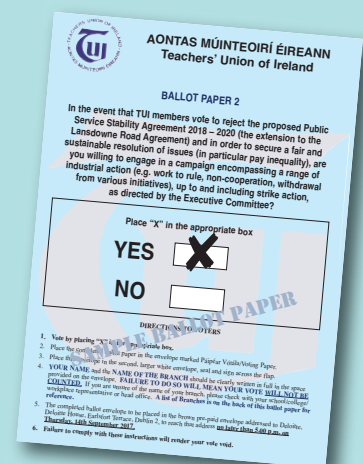


Vote 'NO' to reject proposed agreement, as it does not resolve issue of pay inequality.

Vote 'YES' to engage in a campaign of industrial action.

Read the TUI News Ballot Special and the full text of the agreement and watch the video messages from Union President Joanne Irwin on TUI's website and social media platforms.

Completed ballot papers must be returned to auditors, Deloitte, by 5pm, Thursday, 14th September.



Update on issues – Further Education

Adult Education Tutors

Negotiations, involving the Department of Education and Skills, TUI and SIPTU, in relation to Phase 1 of the Chairman's Note on LRA – the awarding of CIDs to Tutors, concluded in the WRC in May 2017.

Agreement was reached regarding the process for awarding CIDs. The agreement does not deal with terms and conditions for tutors. These matters will be the subject of the Phase 2 discussions which will commence shortly.

BTEI Conversion

ETBs are currently engaged in converting those delivering courses in BTEI to either 'teacher' or 'adult educator'. Each affected member should, by now, have received a communication from the ETB setting out the implications, personalised to her/him as an individual, of converting to one or other of these posts. If you have not yet received your offer, please contact your Branch Officers immediately.

BTEI County Co-ordinators

DES had issued a draft letter for consideration by TUI, for intended issue to

the CEs of ETBs, which had set out a proposed interim measure pending agreement on various issues such as nomenclature, role description and duties. While what was proposed in the draft was an interim measure in the context of our discussions on the issue, it did represent the definitive position of the Department insofar as pay scale is concerned and with regard to what is to apply to future, as well as current, appointments.

The TUI submitted comments on the draft text and had also raised the issue of allowances and the manner in which staff would be assimilated on to the payscale. DES is currently evaluating these issues and will be in contact with the Union shortly

Youthreach

The TUI is finalising a detailed submission for the review of Youthreach being undertaken by SOLAS. The draft submission is consistent with TUI policy, as set out in Congress motions, and seeks to address our members' concerns relating to a variety of issues associated with the Youthreach programme.

In early June, as part of an ongoing consultative process and based on feedback

received from the Further Education Advisory Council, it was decided that TUI would convene a small working group of Youthreach Co-ordinators, Youthreach Resource Persons and Teachers in Youthreach which would advise on the submission. This process is at an advanced stage.

Following a round-table discussion by the working group, the submission will be finalised, issued to the Executive Committee and Branches for feedback and then forwarded to SOLAS. At that point, the submission will also be published on the TUI website.

In conjunction with this approach, TUI will seek to raise the matter of appropriate contracts for Youthreach staff at the Teachers' Conciliation Council (TCC) meeting in September. The TCC is the conciliation and arbitration mechanism for teachers.

TUI has received and has rejected as inadequate successive drafts of a new incremental credit scheme circular letter for Youthreach Resource Persons and Co-ordinators. An updated draft is awaited.

Update on issues - Third Level

TUI, DES and THEA Agreement on Technological Universities accepted by large majority in national ballot

Following extensive discussions between TUI, THEA and the Department of Education and Skills, TUI members voted in June 2017 by a large majority (74%) to accept the TUI, DES and THEA Agreement of May 2017 on Technological Universities. The agreement sets out key assurances in relation to conditions of service and pensions, includes amendments that will be made to the Technological Universities Bill and provides for the establishment of the

National Negotiation Forum sought by the Union, detailing its terms of reference. As stated at the negotiations and advised to members in advance of the ballot, TUI's acceptance of the Agreement would result in the suspension of our industrial action (that is, not to cooperate with any merger activities relating to the proposed Technological Universities) once we had receipt of confirmation of Government approval of the Agreement. In July 2017, TUI was advised that Government had approved the drafting insertions and amendments to the Technological Universities Bill 2015 (as passed at Committee Stage) provided for in the Agreement.

The Office of the Parliamentary Counsel will now commence the necessary legislative drafting with a view to the earliest possible reintroduction of the revised Bill to Committee Stage in the next Dáil session.

Consequently, TUI advised all third level branches on 2nd of August that the TU directive is suspended with effect from 2nd August 2017. TUI's continued co-operation with TUs is contingent upon the amendments to legislation going through the Houses of the Oireachtas, as agreed.

A reminder of some

At the start of the 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 grade or 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. Other directives are on the TUI website.

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, includes 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
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

Members vote overwhelmingly against Peer Evaluation

An overwhelming majority (91% to 9%) of TUI members in ETB Second Level (including Adult and Further Education), C&C, Voluntary Secondary and Youthreach sectors have voted not to engage in or co-operate with peer evaluation in any setting. The following directive has issued:

Members of the TUI, regardless of grade, are directed not to engage or participate in, co-operate with, support or otherwise facilitate peer evaluation in any setting.

Key TUI directives

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 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
1 - 3	18	22	18
4 - 6	13	18	18
7 - 11	8	13	18
11+	5	8	18

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

DIRECTIVE ON CLASS SIZE

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

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

2. General Subject Classes not covered by the above

		30 (max)
• Learning Support		15 (max)
• Physical Education	(24 recommended)	30 (max)

Union warns Department over Droichead resourcing

By an overwhelming majority, members also voted not to co-operate with the implementation and/or extension of the Droichead programme or any equivalent programme unless and until adequate resourcing is agreed with the TUI.

Following this decision, a meeting with the Department of Education and Skills (DES) officials took place on 7th June to discuss the resourcing of Droichead. Further to that meeting, TUI forwarded a written submission to the DES on what we believe

constitutes adequate resourcing. At the time of going to print, no response has been received from the DES. In the event that agreement in relation to resourcing is not reached promptly, a directive will issue.

Are you a branch officer/workplace representative?



If so, all union correspondence is now being sent to your 'tuimail' generic email address.

'tuimail' addresses have been issued to all Branch officers (i.e. Chairperson/Secretary/Treasurer/Equality Officer and all Workplace Representatives)

All communication from Head Office is now conveyed electronically, other than some materials which are not suitable for electronic communication. As well as providing immediate access to members on important issues, it is more cost effective.

It is very important, therefore, that Branch Officers and Workplace Representatives check the generic email account allocated to them on a regular basis.

If you are a Workplace Representative and have not received your email address please let us know immediately.

A number of workplaces and college departments have yet to return details of their current representatives. This places the members working in these colleges/schools/centres at a disadvantage as they will not be kept up-to-date with Union business. Head Office has email addresses ready and waiting to launch for these workplaces/departments but can only issue a username and password when we have identified a representative/contact person for the workplace.

Therefore, as an immediate measure, it is vital that each workplace/department has a named person who will take responsibility for monitoring the email, regardless of whether or not s/he wishes to act as School/College/Workplace Representative. A name should be sent to reception@tui.ie or advised by telephoning Head Office on 01 492 2588.

If you require any assistance with your new email account, please contact Marie Sandland at msandland@tui.ie or 01 4922588

Have we your correct membership details?

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

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

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

DAS forms are available on the TUI website – www.tui.ie They are also available from your School/College/Workplace Representative and from Head Office.

You can also update your status and/or hours by using your membership card to log onto tuiservices.ie

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

HELP KEEP OUR DATABASE UP TO DATE - KEEP US INFORMED!

TUI MEMBERSHIP SUBSCRIPTION RATES 2017/18

Category	Rate Per Annum*	Rate Per Month
Permanent Wholetime	€379.29	€31.60
Job-Share	€189.64	€15.80
Part-Time 2nd Level – 22 hours 3rd Level – 18 hours	€379.29	€31.60
Part-Time 2nd Level Teacher – 11 hours and less than 22 hours 2nd Level Other Education Grade – 17 hours and less than 35 hours 3rd Level – 9 hours and less than 18 hours	€189.64	€15.80
Part-Time 2nd Level Teacher – 6 hours and less than 11 hours 2nd Level Other Education Grade – 9 hours and less than 17 hours 3rd Level – 5 hours and less than 9 hours	€94.82	€7.90
Part-Time 2nd Level Teacher – less than 6 hours 2nd Level Other Education Grade – less than 9 hours 3rd Level – less than 5 hours	€40.63	N/A
Associate Member	€15.24	N/A
On career break or other approved leave	€0.00	Subject to TUI being advised
New members in first year of teaching*	€1.00	

*As per rule 89.

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

The above rates are based on 1% of the 7th point of the Common Basic Scale in accordance with the reduction approved at Congress 2011.



cornmarket
group financial services ltd



TEACHERS GET UP TO

**60%
OFF***

YOUR CAR INSURANCE

As well as great benefits including:



Windscreen cover



Motor Rescue



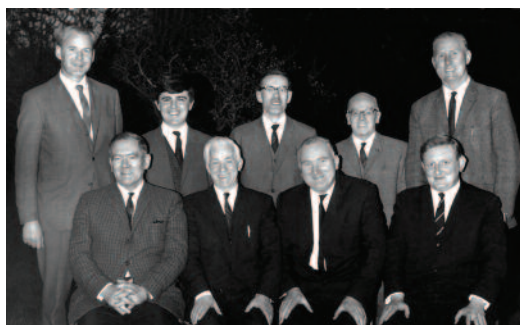
Legal expenses cover

**Call us today on
(01) 408 6203**

12559 TUI/CI Ad 8-17

***60% discount available to customers who have been claims free for the past 5 years (subject to a minimum premium of €307.63, inclusive of Government levy).**

Eligibility, terms and conditions apply. RSA Insurance Ireland DAC trading as RSA is regulated by the Central Bank of Ireland. DAS Legal Expenses Insurance Company Limited is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority of the United Kingdom and regulated by the Central Bank of Ireland for conduct of Business rules. MAPFRE ASISTENCIA Compañía de Seguros y Reaseguros SA trading as MAPFRE ASSISTANCE Agency Ireland and MAPFRE WARRANTY is authorised by the Dirección General de Seguros y Fondos de Pensiones del Ministerio de Economía y Hacienda in Spain, and is regulated by the Central Bank of Ireland for conduct of business rules. Reg No. 903874. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies. Telephone calls may be recorded for quality control and training purposes.



Members of the first TUI Credit Union board.
Back row L-R: P Ó'Shea, J Duffy, J Cahill, P O'Dúill, B Damery
Front row L-R: L Trundle, P Halpin, D Harley, J Lavelle

This year the Teachers' Union of Ireland Credit Union celebrates a significant milestone. It is the credit union's 50th Anniversary operating as a "not for profit – but for service" financial services provider to members of TUI and their families. TUI Credit Union wishes to express a special thank you to all the members for their continued support over the last 50 years. TUI Credit Union intends to make further additions, to both our loan products and daily banking services to enhance and improve our member experience.

Please visit our website www.tuicu.ie to download the special 50th anniversary commemorative booklet.

Apply

TUI Credit Union Education Loan



5.84% (5.99% APR) Education Loan
Ideal for college, evening courses or back to school!

TUI Credit Union Scholarship Awards 2017

Applications are now
been taken for our 2017
Scholarship Awards.



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

Applications forms can be downloaded from our
website www.tuicu.ie

Closing date for entrants Friday 29th September.

Winners Corner

Monthly Member Draw

PRIZES	JUNE	JULY
1st	Brendan O'Daly Lucan, Co. Dublin	John Doherty, Artane, Dublin 5
2nd	Peter McGarrigle Balbriggan, Co. Dublin	Ciara O'Connor, Terenure, Dublin 6
3rd	Anne Brooks Gorey, Co. Wexford	Richard Kelly, Glasnevin, Dublin 11

New Member Draw Winner

MONTH	PRIZE	WINNER
June	€100 One4All Voucher	Sean O'Riain, Celbridge, Co. Kildare
July	€100 One4All Voucher	Tommy Coen, Loughrea, Co. Galway



TUI Credit Union offers its members the opportunity to easily
apply for a loan through their online account.

It's never been easier to apply for a TUI Credit Union loan*.
The online application form only takes a couple of minutes to
complete.

Now members can also sign all loan documents electronically
through their TUICU online account.

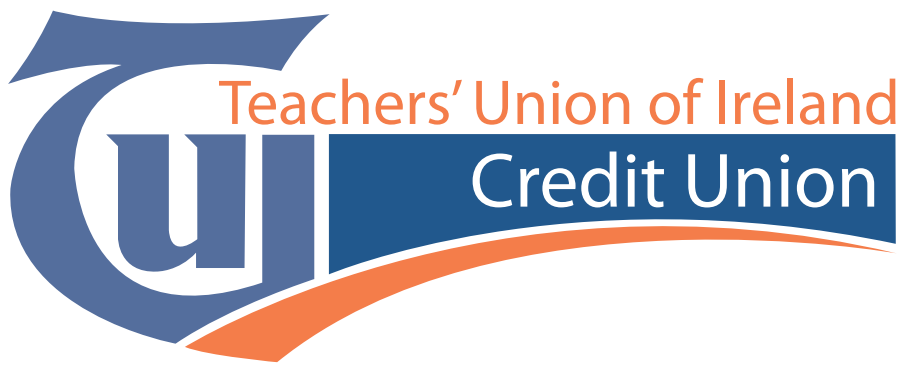
It's never been easier!

*terms and conditions apply

**FOR ALL YOUR
FINANCIAL REQUIREMENTS
CALL US FIRST**



www.tuicu.ie



Talk to us about...

Membership

Loans

Online Access

Budgeting

Savings

**FOR ALL YOUR
FINANCIAL REQUIREMENTS
CALL US FIRST**



www.tuicu.ie

TUI support has significant, positive impact in communities around the world

The TUI's Third World 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.

At Annual Congress 1999, a motion was passed whereby €0.95 of each full member's subscription is allocated to the fund.

Applications for assistance from the Third World Fund are considered once a year, at the November or December meeting of the Finance Sub-Committee, and notification regarding successful applications are posted shortly afterwards. This year the Third World Fund will have over €20,000 at its disposal.

If you wish to receive monetary support from the Fund for a project you are involved in or support please make a written submission to Nadia Johnston, Administrative Officer, via email to njohnston@tui.ie. Due to the large number of applications received, each member may only submit one application. Requests must be submitted by 24th November 2017 and should outline details of the project.

Last year a total of 16 projects received a contribution from the Third World Fund, including:

- The Kate Lynch Scholarship Fund (providing education in Tanzania)
- KISS (supporting families of HIV infected patients in Uganda)

- HAKI water (provision of clean running water to a school in Western Kenya).

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

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



Funds from the 2016 Third World Fund supported a collaboration between GMIT Letterfrack, Green Sahara Furniture and the Tangshart Woodwork Centre. The donation helped with the provision of materials for woodwork centres in the Atlas mountains, Morocco. The request for funding was made by two members from GMIT – Dermot O'Donovan and Paul Leamy. Workers on the project are pictured above.



The Kate Lynch scholarship fund, which helps finance education projects in Tanzania received a donation in 2016. The donation was made in memory of former TUI President, Tom Hunt, who passed away in May 2016. Tom's sister, Lavinia, is pictured above with three teachers from St Louis Primary School in Tanzania.



TUI member, Mike Winterburn of Limerick Colleges Branch, sent in an application on behalf of the Nepal Leprosy Trust in 2015 and 2016. Funds went towards water and sanitation work (pictured above) and the construction of a community hall.



Standardised school years – 2017/18, 2018/19 and 2019/20

The following are the agreed arrangements in respect of the standardisation of the breaks at Christmas, Easter and mid-term in the first and second terms for the school years 2017/18, 2018/19 and 2019/20:

School Year 2017/18

October 2017 mid-term break

Schools will close from Monday 30th October 2017 to Friday 3rd November 2017 inclusive.

Christmas 2017

Schools will close on Friday 22nd December 2017, which will be the final day of the school term. Schools will re-open on Monday 8th January 2018.

February 2018 mid-term break

Schools will close from Monday 12th February 2018 to Friday 16th February 2018.

Easter 2018

Schools will close on Friday 23rd March 2018, which will be the final day of the school term. Schools will re-open on Monday 9th April 2018.

School Year 2018/19

October 2018 mid-term break

Schools will close from Monday 29th October 2018 to Friday 2nd November 2018 inclusive.

Christmas 2018

Schools will close on Friday 21st December 2018, which will be the final day of the school term. Schools will re-open on Monday 7th January 2019.

February 2019 mid-term break

Schools will close from Monday 18th February 2019 to Friday 22nd February 2019.

Easter 2019

Schools will close on Friday 12th April 2019 which will be the final day of the school term. Schools will re-open on Monday 29th April 2019.

School Year 2019/20

October 2019 mid-term break

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

Christmas 2019

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

February 2020 mid-term break

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

Easter 2020

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

Information summarised from Circular Letter 9/2017



In 2015 funds were donated to HIRN (Hebron International Resource Network) for the construction of classrooms in the ZIF girls' school in Palestine (pictured above). The classrooms were completed in 2015 and a further donation was made in 2016 to build a new school in Jubbet Al Deeb. The project was suggested by Muireann de Barra of the Limerick City Branch. HIRN's director, Hamed Qawasmeh, visited TUI Head Office early in 2016 and is pictured above with TUI Executive Committee member, Claire Markey.



In 2014, a request for received from Katie Hendricks in the IADT Branch. The funds which were donated were used to create a clean supply of water to a primary school in Nigeria. The picture above shows the construction of the deep tub well which now supplies the school.

New to teaching or lecturing? Your Contract Explained

When you are offered a contract of employment – and before you sign and return it to your employer - you should take the time to check that it is the appropriate contract for your grade and that it accurately sets out the terms and conditions to which you are entitled. If only in prudence and as a precaution, you need advice. Therefore, we would urge you to speak to your TUI workplace representative, a TUI Branch Officer or your Area Representative. They will answer any questions you may have and offer relevant advice and information.

Where necessary - and only with your prior approval - they will make representations to management on your behalf.

It is important to be aware that the contract of employment offered to you should have full regard to and should comply with relevant legislation, collective agreements and (Department of Education and Skills) Circular Letters. A Circular Letter is, typically, an instruction from the relevant government Department to agencies, employers and employees within its remit. The Department of Education and Skills (the DES) issues Circular Letters to employers and school management bodies in the education sector.

When will I receive my contract?

The entitlement to a contract and the necessary minimum content of a contract are set out in the Terms of Employment (Information) Act, 1994.

Section 3 of this Act requires that, at a minimum, an employer must provide an employee with a written statement of the terms of her/his employment within two months of commencement of that employment. In practical effect, a written statement of the terms of your employment amounts to a default contract, albeit a minimal one.

In some sectors there is not yet an agreed contract in written form. For example, there is none for teachers appointed to permanent whole-time positions in Community Schools. However, in such cases there is an unwritten (implied) contract that is enforceable and, of course, there is an entitlement to a written statement of the terms of the employment.

What should my contract look like?

That depends on the status of the position to which you are appointed.

■ **Permanent:** You could be appointed to a permanent position (either on full hours or part-time hours). If your initial, day-one appointment is to a permanent position you will have a **Permanent Whole-time** or a **Permanent Part-time** contract. Appointment to permanent positions follows a national advertisement of the position and a formal selection process using agreed procedures. Initial appointment on a permanent whole-time basis used to be the norm but, regrettably, has not been in recent years. TUI has addressed this issue under the TUI/DES Agreement, May 2016. The agreement clarifies that employers can make initial appointments on a permanent basis within the approved teacher allocation. The Department of Education and Skills issued Circular Letter 59/2016 on 31st August 2016 confirming this to be the case. Circular Letter 49/2017 (Voluntary Secondary Schools) also refers.

■ **Contract of Indefinite Duration:** When, as a teacher or lecturer, you have completed in excess of two years of continuous service with the employer under two or more Fixed Term contracts (see below) and if that service satisfies the terms of the relevant Circular Letters, you become entitled to a **Contract of Indefinite Duration** (commonly referred to as a CID). A CID is a **permanent** contract, either whole-time or part-time.

This qualifying period of in excess of two years was secured by the union through the Expert Groups that were established under the Haddington Road Agreement. This is a significant improvement on what is provided for in law (i.e. a period of continuous employment of in excess of four years). The TUI also secured the removal of covering for career breaks and secondments from the list of valid reasons (known as “objective grounds”) for denying the award of permanence by way of a CID.

■ **Fixed-Term Contract:** If you are appointed to a temporary, time-limited position you will have a **Fixed-Term contract**. This is not a permanent contract. It has a specified termination

or end-date. An initial fixed-term contract tends to be for one year. A teacher is notified that her/his employment is to terminate at the end-date of the fixed term contract and that the position will be advertised (assuming continuation of the service/position). A selection and interview process follows through which the teacher may, if successful, be re-engaged for a second year under a new fixed term contract. After the second year of fixed-term service a Contract of Indefinite Duration (CID) will be awarded subject to certain criteria being met, including continuation of the service into a third successive year.

Appointment to a fixed-term position follows national advertisement and a formal selection process using agreed procedures (as for Permanent Appointments).

Contract templates

The agreed Contract of Indefinite Duration for Post Primary Teachers, which is provided as an appendix to Circular Letter 24/2015, is illustrative of the basic provisions that a teacher’s contract should contain. Other nationally agreed contracts are appended to other Circular Letters. Examples are:

- Youthreach Resource Person/ Co-Ordinator (Circular Letter 12/03)
- Adult Literacy Organiser (Circular M15/01)
- Adult Education Guidance Counsellors/Co-Ordinator (Circular Letter 70/04)
- Community Education Facilitator (Circular Letter 45/02)

What are the IoT equivalents?

- Contract of Employment - Pro Rata Assistant Lecturer IoT
- Contract of Employment - PWT - Assistant Lecturer IoT

These are available on the TUI and on the Department of Education and Skills website.

What details should my contract contain?

In compliance with the Terms of Employment (Information) Act, 1994, the following should be noted in each contract:

The full names of the employer and the employee and the address of the employer

There is a number of employers in the Education Sector and the specific employer should be named on your contract.

■ Education and Training Boards

If your employer is an Education and Training Board (ETB) your appointment is to the “scheme”. This means that you may be assigned to any Vocational School or Community College/Designated Community College or to any Education Centre within the particular ETB. You 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).

■ Community and Comprehensive Schools and Voluntary Secondary Schools (including Educate Together schools)

Community and Comprehensive (C&C) schools and Voluntary Secondary schools are stand-alone employers. As such, your employer will be named as the Board of Management of the specific school that you have been appointed to.

■ Institutes of Technology

Institutes of Technology are also stand-alone employers. As such, your employer will be named as the Institute that you have been appointed to.

The place of work or, where there is no fixed or main place of work, a statement specifying that the employee is required or permitted to work at various places

In the case of Community & Comprehensive Schools, Voluntary Secondary Schools and Institutes of Technology the place of work is the specific employer. In the case of an ETB, the school/centre to which you are deployed in the current academic year should be stated clearly. For example, you may be employed by Galway and Roscommon ETB and your place of work for the academic year 2017/18 may be listed as Galway Community College. In subsequent years the ETB - provided that it complies with the relevant transfer agreement negotiated with the TUI - may choose to move your place of work to another school/centre in the ETB. In some cases a contract may state that a person will have more than one place of work. For instance, the ETB might deploy you to School A for Monday and Tuesday and School B for Wednesday, Thursday and Friday.

The title of the job or nature of the work for which the employee is employed

The contract should set out the title of the job i.e. the grade. This will then determine the specific terms and conditions of employment and the pay-scale to be used. You should note carefully the grade stated and check the agreed contract for that grade. For example, if ‘teacher’ is the stated grade, then compare the contract you are offered to the contract appended to Circular Letter 24/2015 to ensure its accuracy. If ‘Youthreach Resource Person’ is stated, then compare your contract to the contract appended to Circular Letter 12/2003. If ‘Assistant Lecturer’ is stated, then see the relevant contract on the TUI website.

The date of commencement of the employee's contract of employment

If the contract offered to you is Fixed Term (that is, for a specified or period of time and with a stated termination or end-date) it will typically – but not always - be for an academic year, commencing on 1st of September and ending on 31st August of the following year. Notwithstanding this commencement date, most schools open before 1st September and will require you to present for work in the last days of August. This is to be expected and is not an issue to be concerned about. The payment period for such a fixed-term contract will be the twelve months from 1st September to 31st August, inclusive.

In some cases, a contract may commence later, or conclude earlier. This typically applies if you are employed to substitute for an employee on maternity leave or another form of short-term leave.

If your fixed-term contract commences before the 1st November, its termination/end date should normally be 31st of the following August. This provides for continuation of salary payment during the summer months.

If your contract is at variance with this, there may be an error and you should contact the TUI for advice.

Other Terms and Conditions to be contained within the contract

- In the case of a temporary contract of employment, the expected duration thereof or, if the contract of employment is for a fixed term, the date on which the contract expires
- the rate or method of calculation of the employee's remuneration – the pay

scales for each grade are available in the TUI Diary and Handbook

- the length of the intervals between salary payments – i.e. the frequency of salary payment, whether weekly, monthly or at any other interval. The frequency of payment during leave periods should be consistent with the agreed contract
- any terms or conditions relating to hours of work (including overtime) - i.e. how many hours of work per week
- any terms or conditions relating to paid leave (other than paid sick leave)
- any terms or conditions relating to—
 - incapacity for work due to sickness or injury and paid sick leave, and
 - pensions and pension schemes,
 - the period of notice which the employee is required to give and entitled to receive (whether by or under statute or under the terms of the employee's contract of employment) to terminate the employee's contract of employment or, (where this level of detail of information is not yet available), the method for determining such periods of notice,
 - a reference to any collective agreements which directly affect the terms and conditions of the employee's employment including, where the employer was not a party to such agreements, particulars of the bodies or institutions by whom they were made.

TUI advises that you retain the following documents for your personal records and to assist 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

Any other documentation/ correspondence relating to your employment

All Payslips

Annual Timetables

All Teaching Council Records/Documentation

Attendance Certificates for all CPD, including those related to induction programmes

Ireland takes centre stage at global entrepreneurship competition

A Young Social Innovators (YSI) team from Portmarnock Community School, Dublin has scooped the Gold Award at the SAGE World Cup 2017 (Students for the Advancement of Global Entrepreneurship), which took place in Odessa, Ukraine on 13th August 2017. The students were announced as the global winners of the Social Enterprise Business category for their humanitarian street mapping project which has been developing over a number of years. Delegations from 25 countries, including two from Ireland, travelled to the Ukraine to compete in the prestigious competition.

It is no surprise that Ireland performed so wonderfully at global level. This is because social innovation education is being undertaken by some 37% of second level schools each year through the YSI programmes. Ireland is building its capacity in social innovation through our education system over the past 15 years. We saw the results of this in the Ukraine, when competing against 25 other countries. We have wonderfully dedicated teachers, schools and students who, once engaged, excel in bringing forward and putting in



place new ideas which are improving humanity.

Young Social Innovators introduces junior level students to social innovation

YSI is now introducing social innovation action to junior level students. We believe the younger you learn and begin to practice, the better. The timing could not be any better either. Our new module provides at least 20 hours of activity-based learning which can fit well in to schools' Wellbeing Programmes or indeed with other subject

areas such as CSPE, SPHE, RE and Guidance.

Many will be familiar with our flagship senior programme. The junior module is different. We have built a simple online resource with ready-made activities for the classroom. Highlighted by the NCCA in their Junior Cycle Wellbeing Guidelines (p.38) as an important Junior Wellbeing resource, the programme encourages students

to put their innovation skills into practice through the implementation of a small, focused advocacy campaign on an issue that they care about. It has been well piloted and the results are extremely positive.

Recruiting Tomorrow's Innovators Today

To get involved, please sign your school or Youthreach centre up to our Junior and/or Senior Action Programmes. To find out more, or to sign up, go to: youngsocialinnovators.ie/signup, email us on educate@youngsocialinnovators.ie, or call us on 01 6458030.

Wear Red Day and Show Racism the Red Card

Show Racism the Red Card (SRTRC) invites students to wear red for a day on Friday, 24th November to make a stand against racism. Funds raised will contribute to the development of new education resources. Upon registration, organisers will be sent a pack which includes stickers, red cards, leaflets, posters and more.

Teachers are also invited to register to participate in the SRTRC Creative Competition. Upon registration, materials will be sent to help prepare pupils for learning about the topic. The competition challenges participants to use written, visual or audiovisual means to produce a message relating to the themes of the SRTRC video.



PICTURED AT THE SRTRC CREATIVE COMPETITION AWARDS AT TALLAGHT STADIUM: TUI DEPUTY GENERAL SECRETARY ANNETTE DOLAN, MINISTER FOR INTEGRATION DAVID STANTON, IRELAND COACH ROY KEANE RTE SOCCER CORRESPONDENT TONY O' DONOGHUE AND SRTRC CHAIR MARTINA QUINN

SRTRC also provides workshops for pupils, training for teachers and provides resources to schools.

To participate in Wear Red Day - www.theredcard.ie/wear-red-day
To register for the Creative Competition - www.theredcard.ie/competition
To view previous entries to the competition - www.youtube.com/theredcardire

Update on Curriculum Development

In Ireland, the power to prescribe the curriculum is vested in the Minister for Education and Skills under the Education Act 1998. However, such decisions are informed by extensive work undertaken by the National Council for Curriculum and Assessment (NCCA).

A wide range of stakeholders is represented on the NCCA including the teacher unions and management bodies. Recent months have seen developments in a significant number of areas, as summarised below.

Junior Cycle

- Work is continuing on the specifications for special needs at Level 1 on the National Framework of Qualifications (Junior Certificate is Level 3).
- Work is almost complete on Music, Home Economics, History and Geography.
- Work is ongoing on Maths.
- Work has recently begun on Jewish Studies, Religious Studies, and the technology subjects.
- Work is ongoing on reporting processes.

Leaving Certificate

- Research on the oral component of the Irish examination is almost complete.
- Work is ongoing on the revision of specifications (syllabi) in Applied Mathematics.
- Work on Economics is almost complete.
- Politics and Society as a subject has been rolled out in approximately 40 schools.

- In October 2017, twenty-eight schools will participate in a trial of a proposed new model of practical assessment for Biology, Physics and/or Chemistry.
- Work on Art, Irish, Classical Studies and Leaving Certificate Applied courses (Maths / English and Communications / ICT) is ongoing or about to commence.

A consultation process is currently under way in relation to the draft specification for Computer Science. TUI members are strongly encouraged to participate in the consultation process. All consultations are accessible through the NCCA website at www.ncca.ie.

A consultation process is also ongoing in relation to the background paper for the upcoming revision of the Leaving Certificate Art programme. Members are encouraged to familiarise themselves with the paper and submit their views to the NCCA. All relevant information is available at: http://ncca.ie/en/Curriculum_and_Assessment/Post-Primary_Education/Senior_Cycle/Consultation/SC_Art.html

Junior Cycle Training

Junior Cycle for Teachers (JCT) has issued its CPD plan to schools for 2017/2018.

The following are the key points of information:

- CPD workshops are being provided again this year for school leaders. Details of these workshops will be provided in advance.
- Whole-staff CPD days commence in schools from Monday, 11th September 2017 and continue right throughout the school year. Schools can book their whole-staff CPD day by contacting their relevant JCT Regional Team Leader.
- Teachers in schools that engaged in one

of the CPD cluster events last year, and who have a second teaching subject, will be able to attend a CPD workshop in that subject during September/October 2017.

- Schools that engaged in subject specific CPD school cluster events last year will engage in their next school cluster event between October mid-term and Christmas 2017.
- Schools/teachers that did not engage in a CPD cluster event to date will engage in their first cluster event between January and April 2018.
- Each school cluster event this year will comprise 15 different workshops, namely:
 - English
 - Science
 - Business Studies
 - Modern Foreign Languages
 - Gaeilge
 - Visual Art
 - Mathematics
 - Home Economics
 - History
 - Geography
 - Music
 - L2LPs (Level 2 Learning Programmes)
 - CSPE
 - PE
 - Activating Digital Aspects of the Junior Cycle Key Skills (Aimed at teachers whose subject specification is not yet introduced)
- Level 2 Learning Programme focused workshops are provided on request in special schools. These workshops are also an integral part of school cluster CPD events.

Upcoming Subject Association Conferences

The following events may be of interest to members:

En ligne! Les medias dans la classe de français.

University College Cork, October 6th-7th 2017

Full information on the FTA website www.fta.ie

* * * *

The **Business Studies Teachers' Association of Ireland** annual conference will be held on Saturday October 21st 2017 in Kilkenny Conference Centre, Lyrath Estate, Kilkenny. See www.bstai.ie for details.

* * * *

The **Irish Science Teacher's Annual Conference** will take place from March 23rd -25th 2018 at Athlone Institute of Technology. The conference will cater for both primary and secondary teachers with cross-curricular and sector-specific sessions and workshops. A great opportunity to meet up with colleagues and to share ideas. More information available on www.ista.ie

* * * *

TUI welcomes generally positive Admissions and Voluntary Contributions Bills

In July 2017, TUI was invited to give its views on the latest version of the Education (Admission to Schools Bill) 2016 and the Education (Regulation of Voluntary Contributions in Schools) Bill 2017.

The main points of the Education (Admission to Schools) Bill 2016 are:

- Recognised schools must prepare an admissions policy and a statement that the school does not discriminate.
- In certain circumstances, the Minister may issue a direction to the Board of Management in relation to the admission of a student.
- In certain circumstances, Tusla (the Child and Family Agency), or the National Council for Special Education (NCSE), may designate the school a student will attend. In doing so, regard will be had to a number of factors including availability of places, the needs of the child, the wishes of the parents, and the ability of the school to meet the needs.
- Tusla and the NCSE may make submissions to the appeals committee.
- The appeals committee must have regard to a number of criteria including the “reasonableness of efforts of the school”, “educational interest of the child”, “educational interests of ... other students”, “evidence that the behaviour of the student has impacted on” health safety and welfare of staff and other students.
- The appeals committee may refuse to hear appeals if they are “vexatious, frivolous, an abuse of process or without substance or foundation”.

- Bill gives a definition of “oversubscribed”.
- The admissions policy can include the “characteristic spirit and general objectives of the school”.
- The admissions policy should set out, amongst other things, procedures and criteria for both start of year and also later admissions. Furthermore, the Bill doesn’t just apply to the ‘intake group’.
- Schools must publish an annual admissions notice including the application form, admissions policy, relevant dates.
- The Minister may, following consultation with patrons and boards, direct two or more boards to co-operate in relation to their respective admissions policies.

TUI has previously broadly welcomed elements of the proposed legislation as it is likely to result in schools accepting students from diverse backgrounds and those with special educational needs. Much of the discussion of this Bill has focused on the so-called ‘baptism barrier’, with particular reference to the primary sector. Its corollary, ‘characteristic spirit’, is also a factor in a small number of oversubscribed voluntary secondary schools.

Much of the paperwork involved in writing an admissions policy and admissions notice is already carried out by principals/boards and the TUI has a concern that appeals processes are likely to result in additional work for principals.

TUI welcomes that “*reasonableness of efforts of the school*”, “*educational interest of the child*”, “*educational interests of ... other students*”, “*evidence that the behaviour of the student has impacted on*” health safety

and welfare of staff and other students will be taken into account.

Importantly, consultation with trade unions is cited.

Many schools already co-operate on admissions to manage applications in a common area. However, TUI has a concern about how two or more schools will co-operate if there is a competitive advantage to be gained. It should be noted that such inter-school competition rarely benefits students, particularly those with special educational needs.

The Education (Regulation of Voluntary Contributions in Schools) Bill 2017 states that:

- Other than boarding schools, contributions to schools must be voluntary and accounted for.
- Parents can only be contacted once regarding voluntary contributions.

As a result, it is important that voluntary contributions are genuinely voluntary and that students are not targeted. The issue does arise of schools being able to account for where the money was spent so it will be necessary for schools to keep voluntary contributions in a dedicated ‘student services’ fund or similar.

Proposed pieces of education legislation are contradictory

In March 2017, TUI was invited to appear before the Joint Oireachtas Committee on Education and Skills regarding the Education (Amendment) Bill 2015 and the General Scheme of an Education (Parent and Student Charter) Bill 2016. The Education (Amendment) Bill proposes the establishment of an Office of Ombudsman for Education. The General Scheme proposes that all schools establish a parent and student charter. The full TUI submission is available on the TUI website.

Education (Amendment) Act 2015

The TUI is of the view that the two proposed Bills are contradictory. The Education (Amendment) Bill 2015 is mistaken - if well-intentioned – in approach. The establishment of an Ombudsman for Education is unnecessary and would duplicate existing offices.

Any legislative change that may be required can be adequately accommodated in the proposed Education (Parent and Student Charter) Bill 2016, suitably revised.

Education (Parent and Student Charter) Bill 2016:

- The TUI supports the principle of appropriate involvement by students and parents in determining the culture and processes of a school. Such a Charter, however, would have to reflect a balance of the rights and responsibilities of all parties.
- A Charter that imposed additional administrative and/or legalistic responsibilities on schools that lack the capacity to discharge them would be counter-productive.
- Additional layering of complaints and appeals procedures would be burdensome and excessively restrictive timelines will add to, rather than ameliorate, difficulties.
- The Bill seems to envisage each school developing its own procedures. This would be enormously wasteful of very scarce resources. Some 4,000 separate attempts (in 4,000 primary and post-primary schools) to re-invent the wheel are unnecessary.
- A further concern is that the General Scheme seems oblivious to the

existence of robust processes to deal with complaints in relation to the conduct or competence of teachers.

- The proposed legislation seems, on the face of it, to propose a culture of culpability, predicated on the misconception that schools are responsible for all of society's failings and that schools can somehow remediate familial dysfunctionality where it occurs. This is unfair to schools that are struggling to manage after a decade of cutbacks which have left the system threadbare.
- The proposed legislation also seems to assume that a large volume of complaints/grievances are not being adequately addressed at present. The TUI disputes this assumption. The Ombudsman for Children reports that there have been 4,000 complaints about schools to his office in the last fourteen years. That constitutes fewer than 300 complaints per year. Moreover, those complaints may or may not have merit. However, 300 complaints should be seen in the context of 4,000 schools, serving 917,000 students and, viewed objectively, constitutes a very low rate of complaint.

Higher education identified as key in promoting economic, social and cultural development in Europe

The European Commission has identified higher education as key in promoting economic, social and cultural development in Europe. Higher education institutes are 'a foundation of fair, open and democratic societies and of sustained growth and employment' according to the Commission, and higher education is firmly linked into the EU's 'pillar of social rights' for the citizens of Europe. As the demand for access to higher education continues to rise, there is a requirement for member states to increase investment into the sector. The Commission has identified priority areas for the sector in the Renewed Agenda for Higher Education 2017, which include:

- Building an evidence base to inform decisions
- Supporting cooperation and mutual

- learning between systems
- Increasing capacity in systems through investment
- Supporting mobility of students and staff
- Building closer relationship between research and business.

Several challenges which need to be considered are detailed, such as the mismatch of skills and future skills needs, the growth of social division, the innovation gap and the ability of systems to work effectively together. The Commission sets out the following four action areas, which contain 20 recommendations.

1. Tackling future skills mismatches and promoting excellence in skills development;
2. Building inclusive and connected higher education systems;

3. Ensuring higher education institutions contribute to innovation;
4. Supporting effective and efficient higher education systems.

The Commission states: 'This renewed agenda for higher education forms part of the Commission's broader strategy to support young people and strengthen the European pillar of social rights. Complementing the Communication on school development and excellent teaching and the European Solidarity Corps, it recognises the vital role of higher education in laying the foundations of prosperous, inclusive, democratic societies'. Full details of the report can be accessed at <http://goo.gl/e84RR9>

The following article has been included at the request of the Health Service Executive

HPV vaccine – separating fact from fiction

HSE National Immunisation Office

Human papillomavirus (HPV) is the most common sexually transmitted disease worldwide and causes virtually all cases of cervical cancer. Ireland has one of the highest rates of cervical cancer in Western Europe and there are approximately 280 (mostly young) women diagnosed with cervical cancer each year here. These women may require surgery, and/or chemotherapy or radiation treatment. Unfortunately, more than 90 women still die from this preventable cancer in Ireland each year.

HPV vaccination was introduced in Ireland in 2010 and was initially embraced, with high uptake of the vaccination. High uptake is the key to the success of this vaccine but there are concerns that these initially high rates are falling due to alleged safety issues. This article outlines what HPV infection is, provides information about vaccine safety and effectiveness and highlights the important role of teachers.

What is HPV infection?

HPV infection is spread by direct (usually sexual) contact with an infected person. This is a common infection and one which approximately 4 out of 5 women will have in their lifetime. It is usually acquired in the late teenage years or early 20s. Most of these infections will clear spontaneously and naturally, but in some instances certain strains (called “high-risk” types) can fail to resolve and may progress to cervical cancer. In Western Europe over 70% of cervical cancers are caused by two high-risk HPV strains (16 and 18). The current HPV vaccine provided to Irish school girls provides protection against these two strains.

HPV vaccine

There are a number of licensed HPV vaccines. In Ireland, the vaccine used in the HSE School Vaccination Programme is HPV4 or Gardasil. In addition to providing protection against the two most common cancer-causing or high-risk strains (HPV 16 and 18), this vaccine also protects against two strains of HPV which cause 90% of genital warts. This vaccine has been licensed worldwide since 2006 and is used in more than 25 European countries, Canada, Australia, New Zealand and the US. It is recommended by many international and national bodies including:

- World Health Organization (WHO)
- US Center for Disease Prevention and Control
- International Federation of Obstetricians and Gynaecologists
- all 69 UD designated National Cancer Centers
- American Society for Clinical Oncology
- Royal College of Physicians of Ireland
- Irish Cancer Society.

By March of this year, 227 million doses of Gardasil had been distributed around the world. In Ireland, more than 690,000 doses of Gardasil have been distributed and more than 220,000 girls have received the full vaccine course as part of the HSE school vaccination programme. Vaccine uptake has exceeded the target of 80% since 2010/11. However, this fell to 72% in 2015/16 and it is estimated that only 50% of girls received their first dose for 2016/17 due to vaccine safety concerns.

Gardasil HPV vaccine is a safe vaccine. Side effects caused by the vaccine are pain, swelling and redness at the injection

site, headache, fever, nausea and fainting. All these symptoms are transient. Allergic reactions are extremely rare.

However some parents have raised concerns about the long term safety of HPV vaccines. All vaccines (including HPV vaccines) must go through extensive safety testing before being granted a licence. Once they are in use the safety of vaccines is monitored continuously to identify any side effects. In Ireland this is undertaken by the Health Products Regulatory Authority (HPRA). The HPRA is an independent public sector organisation with responsibility for the regulation of health products, including vaccines. Ongoing international analysis has shown there is no scientific evidence linking HPV vaccines to any long term medical condition. The European Medicines Agency, the US Centers for Disease Control and Prevention and the World Health Organization continue to say HPV vaccines are safe, with no known long-term side effects.

There have been attempts to link chronic fatigue syndrome (CFS) to HPV vaccination recently. CFS typically presents in teenagers aged between 11 and 15 years and is much more common in girls. There are an estimated 10,000 cases of CFS in Ireland. The estimated rate of CFS is between 0.2 and 0.4%. Therefore, in the population of 220,000 vaccinated girls in Ireland, there would be an expected 440 to 880 cases occurring. However, the reported numbers are in fact lower than expected.

Scientific studies and all national and international organisations including the European Medicines Agency and the World Health Organization have not found any link between HPV vaccination and chronic fatigue syndrome or any other long term medical condition.

Impact of HPV vaccination

HPV vaccines are more than 99% protective against cancer-causing HPV viruses. Countries with high vaccine uptake rates have seen the greatest beneficial impact. In Scotland, where 90% of girls have been vaccinated since 2008, there has been a 90% reduction in HPV infections in those vaccinated. Countries such as Australia, Sweden and Scotland have seen a 50% reduction in precancerous growths of the cervix.

The HPV4 (Gardasil) vaccine used in the Schools Immunisation Programme provides protection against HPV 16 and 18, which account for 70% of all cervical cancers. Smear tests are still required after HPV vaccine to detect pre cancer or cancer of the cervix caused by HPV types not in the vaccine.

Role of schools and teachers

As role models, teachers can play an important role in promoting the HPV vaccine. The World Health Organization continues to recommend that school-aged vaccines are given in schools because there is scientific evidence that vaccine uptake is higher especially amongst teenagers. Countries such as Australia and Scotland where the best impact of HPV vaccination has been observed have school-based programmes. Like most cancers, the rate of cervical cancer is higher in more socio-economic disadvantaged groups. Giving vaccines in schools promotes equitable access to vaccination for all school-aged girls as all students have an equal opportunity to be vaccinated and protected.

Schools provide important settings for vaccinating teenagers, not just with HPV

vaccine but with vaccines for meningitis, tetanus, polio, diphtheria and whooping cough.

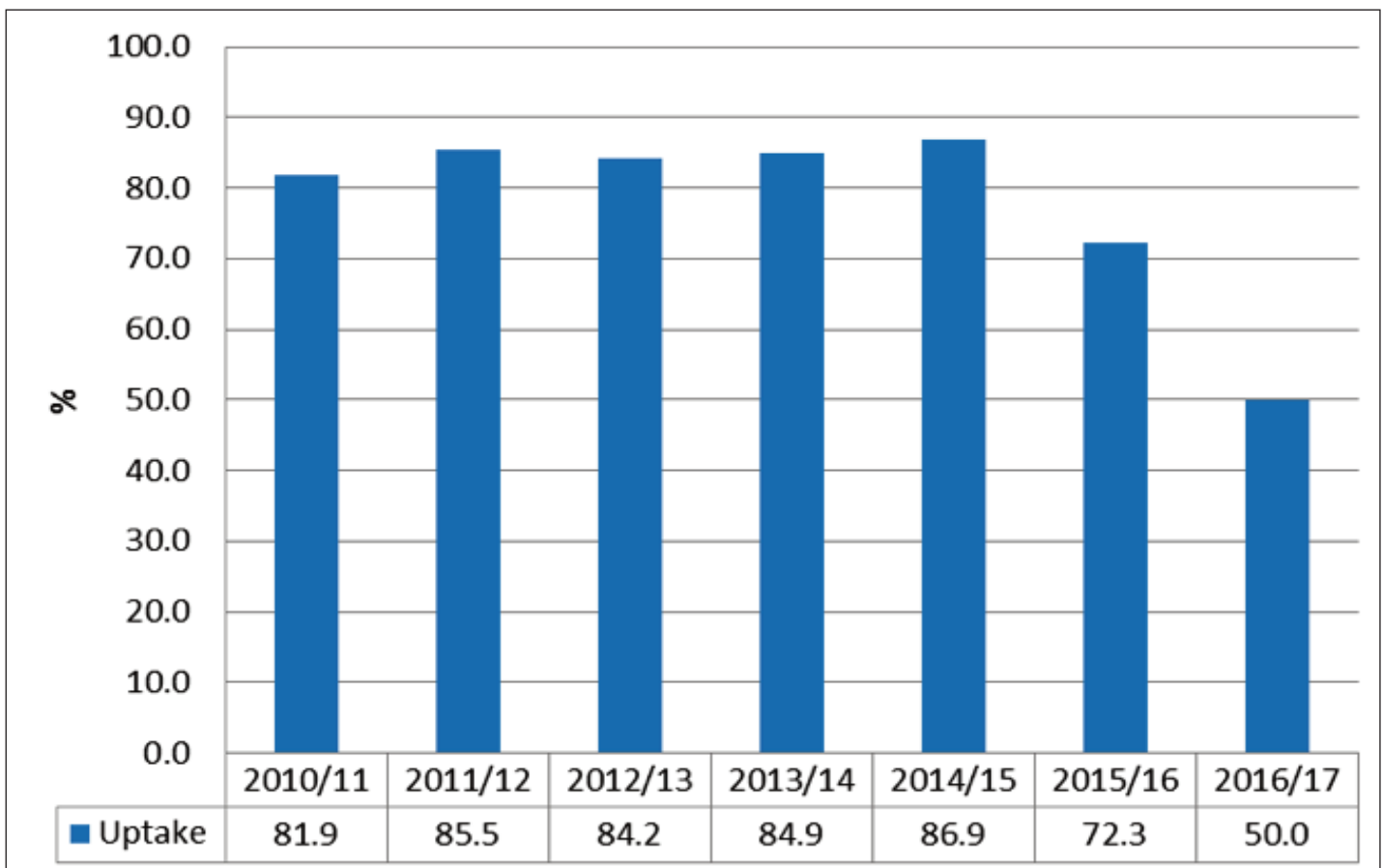
The school immunisation teams will start to visit schools again in September 2017 and although their presence may cause a temporary disruption to school life, the HSE greatly appreciates the co-operation of teachers and other staff.

The HSE strongly urges parents to protect their daughters with this safe and effective vaccine.

Older girls in school can still be vaccinated this year – they should contact the HSE school vaccination teams.

Teachers can help to support this life saving vaccination programme and are well placed to provide accurate vaccine information to students.

Visit www.hpv.ie for more information



National HPV vaccine uptake 2010/11 – 2016/17



MEMBERSHIP APPLICATION FORM

Teachers' Union of Ireland / Aontas Múinteoirí Éireann

73 Orwell Road, Rathgar, Dublin , D06 YP89. T: 01 492 2588 F: 01 492 2953 E: tui@tui.ie W: www.tui.ie

Personal Details

Surname in English: _____ Surname in Irish: _____

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

Home Address: _____

School / Centre / Institute (name and address / department): _____

Date of Birth: _____ Mobile Tel: _____ Email address: _____

Academic Qualifications (Full): _____

Degree Subjects: _____

Date of Appointment (Current Employer): _____

Subjects Taught: _____

Are you registered with the Teaching Council?

Yes No

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

Is your post ...	Permanent/CID	Full hours/whole-time?	<input type="checkbox"/>	*If on fewer than full hours, please indicate the number of regular weekly timetabled hours <input type="text"/>
		Fewer than full hours?*	<input type="checkbox"/>	
Non-Permanent		Full hours?	<input type="checkbox"/>	
		Fewer than full hours?*	<input type="checkbox"/>	
	Job-share?		<input type="checkbox"/>	

Union Membership

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

Yes No

If 'Yes', please state name of Union/Branch/Place of Employment/Dates: _____

A. I am a new member 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 member who is not in my first year of teaching and am therefore not eligible for €1 membership.

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.

Signature: _____ Date: _____

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

Note: 1. Once all sections of the membership application form are fully completed please forward it to the Membership Section, TUI Head Office, 73 Orwell Road, Rathgar, Dublin 6, D06 YP89. Applications received will then be forwarded to the relevant Branch Secretary for Branch consideration.

2. Please return a fully completed DAS form (attached) with your application form. DAS forms are also available from your TUI workplace representative, TUI Head Office or, online, at www.tui.ie. A PayPal facility is also available online at www.tui.ie.

Office Use Only

New Member Existing Member

Number: _____ Area: _____ Branch _____

To ensure that you avail of TUI rewards special discounts available to you as a new member, please tick here

Please confirm when your insurance is due for renewal for your:

Car insurance month: _____ Car discount: _____

Please note: TUI Rewards provides new members with discounts and special offers on insurance and financial products which are provided by Cornmarket Group Financial Services Ltd. By ticking the box to avail of TUI Rewards, you consent to the use and recording of your personal details by Cornmarket. Cornmarket will use the data provided to contact you by mail/email/telephone/mobile phone/sms about TUI Rewards and other products and services which may be of interest to you. You can opt out of receiving this information at any time. The information provided by you will not be passed on to third parties for the purposes of direct marketing. From time to time Cornmarket may share your contact details back with the TUI in order to ensure they are kept up to date. For full details on how your data will be used by Cornmarket, please visit www.cornmarket.ie/data-protection. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. Cornmarket is part of the Great-West Lifeco group of companies, one of the world's leading life assurance organisations. Telephone calls may be recorded for quality control purposes.



DEDUCTION AT SOURCE AUTHORIZATION FORM

Teachers' Union of Ireland / Aontas Múinteoirí Éireann

73 Orwell Road, Rathgar, Dublin, D06 YP89. T: 01 492 2588 F: 01 492 2953 E: tui@tui.ie W: www.tui.ie

Personal Details

Surname in English: _____ Surname in Irish: _____

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

Home Address: _____

School / Centre / Institute (name and address / department): _____

TUI Branch: _____

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

Is your post ...

Permanent/CID	_____	Full hours/whole-time?	<input type="checkbox"/>	*If on fewer than full hours, please indicate the number of regular weekly timetabled hours <input type="text"/>
		Fewer than full hours?*	<input type="checkbox"/>	
Non-Permanent	_____	Full hours?	<input type="checkbox"/>	
		Fewer than full hours?*	<input type="checkbox"/>	
Job-share?	_____		<input type="checkbox"/>	

Deductions

Payroll Number As it appears on your payslip							
TUI Subscription	€						

Deduction at source cannot be processed without payroll number

Authorisation – If employed by an Education and Training Board (ETB) or an Institute of Technology

I hereby authorise:

_____ Education and Training Board (ETB)
 _____ Institute of Technology

to deduct monthly from my salary, until further notice, the Union subscription appropriate to my employment at any time as a teacher/lecturer,* to be paid to the TUI on my behalf. The amount of subscription to be determined by Annual Congress.

Signature: _____ Date: _____

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

Authorisation – If employed in a Community and Comprehensive School or a Voluntary Secondary School

I hereby authorise the Payroll Division of the Department of Education and Skills, to make a deduction directly from my salary/pension in the amount of _____ and to pay this amount to the Teachers' Union of Ireland 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 Department of Education and Skills 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 Department of Education and Skills will not be responsible for such matters
- It is my own responsibility to ensure the correct deduction is made from my salary/pension and to notify the Teachers' Union of Ireland if I wish to amend or cancel the deduction from my salary/pension
- There may be a delay in commencing or ceasing my deduction due to payroll scheduling and the fact that amendments to mandates are submitted to the Department of Education and Skills on a monthly basis
- I will correspond directly with the Teachers' Union of Ireland in relation to the deduction from my pension/salary or the product that I am availing of.

Signature: _____ Date: _____

N.B. With effect from July 2006, the Dept. of Education and Skills is not accepting DAS forms and has requested that TUI hold the original forms on behalf of members.

Office Use Only

New Member Existing Member

Number: _____ Area: _____ Branch: _____

Data Protection: TUI will process personal data of members in accordance with the legitimate business of the union as expressed in the TUI rules, policies and procedures. TUI will not otherwise forward the personal data of a member to a third party. TUI will process, manage and store personal data in a professional manner complying with data protection guidelines.

Principals and Deputy Principals' Association (PDA)

Constituted as a committee of the TUI, the Principals and Deputy Principals' Association (PDA) has been in existence since the early 1970s. The PDA is a national organisation representing Principals and Deputy Principals from ETBs, Community Schools and, more recently, Educate Together schools. The National Executive is composed of representatives from all ETBs and issues of concern are considered at each Executive meeting. The national officers of PDA hold regular meetings with TUI and, from time to time, with other relevant bodies. This access allows the PDA to bring our issues and concerns to a national stage. Not all issues are easily resolved but we have a track record of making considerable progress on matters that impact in a major way on Principal and Deputy Principal teachers throughout our sectors. We would like to take this opportunity to welcome the many Principal and Deputy Principals appointed over the last number of months and wish you the best in your new roles.

Why is the PDA important?

During this time of rapid change in our education system, it is easy to forget that we, as Principals and Deputy Principals, do not stand alone. We are many and have great strength in our individual schools when it comes to shaping the education of our students and the wellbeing of our school communities. It is unfortunate, however, that we often neglect to look after our own wellbeing and we often neglect to look outside the confines of our own school or ETB for professional support. Indeed, because of the nature of our jobs and the time constraints involved, our voice at national level needs to be organised and articulated with the support of the TUI. We have much to offer those who shape education policy, and it is through the PDA (and TUI) that we have the opportunity to voice our opinions and inform the policy makers of our stance on issues that arise.

Why should I join the PDA?

School leadership is challenging and demanding and PDA, at regional and national level, is there to offer you advice and support. We

encourage you to attend regional meetings and our annual National Conference. By doing so you will build valuable contacts right across our sectors and discover that there are common concerns and issues. The opportunity to build networks and discuss and share ideas will greatly support your work in school leadership. The rate of change in the Irish education system has increased exponentially and is continuing to do so. The PDA is a forum that allows its members to keep up to date with these changes, and identify the challenges that they present.

What will the PDA do for me?

If something is happening at a national level, or indeed at a local level that you are not happy with, bring the issue to your area representative, or one of the national officers and the issue will be discussed at the following Executive meeting. A TUI Assistant General Secretary and a representative of the TUI Executive Committee are present at all PDA Executive meetings and matters brought up by the PDA are dealt with by the TUI. Where necessary, action is taken. More immediate issues can be brought straight to the TUI through a PDA officer.

How do I get involved?

Membership forms will issue to Principals and Deputy Principals later this month. The membership fee for the year is €100. We would also very much like the opportunity to meet you at our upcoming annual conference which will be held in the Johnstown House Hotel on the 15th to the 17th of November. There will be a range of interesting speakers and workshops. Why not attend and avail of the invaluable opportunity to meet many like-minded professionals from other parts of the country? Registration forms were issued to all schools by e-mail in recent weeks. For more information, please see our website on www.PDA.ie and follow us on twitter @PDAIreland1. Please contact vicepresidentpda@tuimail.ie if you have any queries or simply wish to make sure that we have your details up to date.

Now in its 7th edition and widely used internationally, **80-20 Development in an Unequal World** provides an accessible overview of many of today's key development, human rights, justice and sustainability issues across its 15 chapters.



Professor Brian Boyd, University of Strathclyde, Scotland remarked that '80:20 is attractive, engaging, challenging and never simplistic or patronising and could allow schools to put global issues at the heart of the curriculum'.

The 7th edition of 80-20 is edited by Tony Daly, Ciara Regan and Colm Regan. Published by 80:20 Educating and Acting for a Better World and the New Internationalist, Bray and Oxford. Cost €21.95.

PAYE/Income tax return €250 (+VAT)

- ✓ guaranteed full credits and reliefs
- ✓ tax computation and return
- ✓ fixed fee of €250 (+VAT)
- ✓ carried out by experience and qualified Fellow Institute of Chartered Accountants

Call Julia at 028 48052

Have you claimed back all your relevant tax entitlements?

As anyone who has looked at the right hand side of their payslip will know, there are numerous deductions from your nominal salary:

- Tax up to 40%
- PRSI up to 4%
- USC up to 8%
- PRD up to 10%
- Pension at 5%
- Spouses and children 1.5%

The only one of these that the individual has an opportunity to reduce is their tax credit certificate. You must make sure it is correct and that you are claiming all your tax relief. If it is wrong you pay too much or too little tax.

Methods of assessment

1. **Single assessment:** taxed as a single person throughout the year and the end of year review.
2. **Separate assessment:** taxed as a single person throughout the year. Unused credits and rate bands may be transferred between spouses after year end.
3. **Joint assessment:** taxed jointly throughout the year. Allows flexibility in allocating tax credits and rate bands.

It is up to you to ensure that you are claiming all your personal tax credits. **If they are incorrect, you can only get a refund going back four years.** Therefore, to avoid losing eligibility for 2012 tax credits and reliefs, you must make your claim before 31st December this year. **Refunds for four years can run into substantial amounts of money.**

Main reliefs and credits – claims to be made inside four years (use it or lose it!)

Relief at marginal tax rate:

- Expenses in employment
- Flat rate expenses for teachers (€518)
- Flat rate expenses for principals (€608)
- Teaching Council (€90 for pre-2014 claims, €65 for post-2014 claims)
- Personal pension, including AVCs, can all be claimed for tax relief at source (TRS).

Tax credit – Amount paid (subject to certain limits)

- Rent relief – if renting prior to 8th December 2010, this will be phased out by 2017
- Mortgage interest relief (TRS)
- Tuition fees
- Medical expenses
- Health insurance

Tax relief on private health insurance premiums will be limited to €1,000 for each adult insured and €500 for each child. This change applies to policies which are renewed or started on or after 16th October 2013. For the purposes of this provision, a child includes a student over 18 and under 23 who is in full-time education. You should also make sure that you claim all tax credits that may be due to you in the previous four years. These credits are as follows:

- Single Person's Tax Credit
- Married or Civil Partner Tax Credit

- Widowed Person or Surviving Civil Partner Tax Credit
- Age Tax Credit (if either you, your spouse or civil partner is aged over 65)
- PAYE Tax Credit
- Single Person Credit Carer Credit
- Incapacitated Child Tax Credit
- Widowed Person or Surviving Civil Partner with qualifying child Tax Credit
- Home Carer Tax Credit
- Dependent Relative Tax Credit
- Blind Person's Tax Credit
- Incapacitated Person – Relief for Employing a Carer

Tuition fees: Personal courses undertaken by the tax payer or his/her dependent children

Tax relief at the standard rate of tax (20%) is available for tuition fees which includes the student contribution but does not include examination fees, registration fees and administration fees. The maximum limit on such qualifying fees for the academic years is €7,000 per individual, per course.

The amounts of qualifying tuition fees shown in the table below are disregarded in respect of each claim:

Year	Full time (Where any one of the students in respect of whom relief is claimed is a full-time student)	Part time (Where all the students in respect of whom relief is claimed are part-time students)
2013	€2,500	€1,250
2014	€2,750	€1,375
2015	€3,000	€1,500
2016	€3,000	€1,500
2017	€3,000	€1,500

The disregards set out above are in respect of a claim, the subject of which may be one or more students. The general effect of this is that claimants who are claiming for more than one student will get full tax relief on the student contribution for 2nd and subsequent children in their claim.

Tax relief on health expenses

Qualifying expenses

- Cost of doctor/consultant fees, dentist's fees and items/treatments prescribed by a doctor
- Maintenance/treatment in hospital or approved nursing home for an individual or approved dependents.
- Non-routine dental treatments
- Prescriptions and appliances.
- Certain dietary products for coeliacs (receipts available through some loyalty cards)

Exclusions

- Routine optical or routine dental care
- Reimbursement from health insurers, HSE or court compensation

Claim for medical expenses

Relief for expenses paid or insured should be claimed by the end of the tax year. Receipts, although not submitted must be retained for at least six years for tax audit purposes.

For more information and to download leaflets on all of the above, go to www.revenue.ie



The county of Longford was bathed in bright sunshine that May morning as

Mary was laid to rest in

the village of Ardagh. The large congregation at the funeral service overflowed into the churchyard, the guard of honour appeared to stretch to the horizon and the grave and surrounding area were carpeted by a mass of floral tributes, all bearing testimony to the affection and respect in which Mary was held by so many.

Mary was a native of Co. Longford and spent all her career working for the local VEC, initially as a teacher of Mathematics and Remedial Education, with subsequent career development taking her to the position of Adult Education Organiser.

After short spells teaching at the schools in Granard and Ballymahon, Mary transferred to Longford in January 1980. At that time, Longford was a hotbed of union activity and Mary threw herself into the fray immediately. Indeed, such was her commitment that she was a delegate to Congress the following Easter.

That summer the Executive Committee disbanded the branch, so Mary and her colleagues became members of the Westmeath branch for the next six years. When the branch was reinstated, Mary became the branch secretary and from then until her retirement she was continuously a branch officer - twelve years as secretary, five years as equality officer and ten years in the chair. During all those years she was a vital member of the branch negotiating team.

Mary was thrown in at the deep end during her first year as secretary, with the amalgamation of the Lanesborough schools. Together with a small group of like-minded individuals Mary pushed for the establishment of a Community College. The initial plan was for subject

Mary Farrell

An Appreciation

co-operation; then a Community School was mooted and only then, finally, did the Mercy nuns accept the College concept. Sadly, the VEC never acknowledged the part played by Mary in keeping the school within its scheme.

She was the elected TUI representative on the VEC from 1991-2004 and Staff representative from 2004 until her retirement in 2014.

She attended Congress every year while an officer and greatly enjoyed the social side of the annual event.

“She has a great head on her shoulders.” This Longford expression was often used about Mary and that she certainly had. But there was a lot more to her than a capable brain. She was courageous, feared nothing or nobody. She was energetic, determined and unafraid of hard work and put her heart and soul into every aspect of her life, none more so than her TUI activities. She also had a great sense of fun and there was always time for a laugh and a joke, irrespective of how grim the situation was. In addition, over the years she built up a fund of knowledge about conditions of service and rights of members. She developed an understanding of the workings of VECs and the ways of CEOs. This ensured she was an effective and formidable branch officer and VEC member.

The time devoted to TUI by Mary was phenomenal. Most meetings, whether for planning or negotiating, involved a round trip of twenty-four miles. Her children recall, from when very young, regular trips to Longford. They were excluded while confidential business was transacted in what they still refer to as “the TUI thinktank” and only afterwards joined the adults for coffee and biscuits. Her lengthy phone calls to branch officers were legendary - anything less than half an hour was merely an exchange of pleasantries, TUI issues took somewhat longer to analyse and sort.

When Quentin Gill, son of the Lanesborough school representative, met Mary’s son Rory during their first days at second level he was asked, “Is your mother always on the phone talking about the TUI?”

Within a few weeks in 2004, Mary was elected as staff representative on the VEC, was diagnosed with cancer and then informed by the DES that she could not remain on the VEC due to her position as AEO. She determined that no department official was going to remove her from the Committee and legal action was the way to go. The branch sought assistance from Orwell Road and Jim Dorney, then General Secretary, provided not only the necessary legal backing, but gave her every support and encouragement. As she was receiving treatment at that time, Mary did most of the preparatory work for the case propped in bed with the laptop on her knees. She subsequently won the case in the High Court. This gave her great personal satisfaction and was a timely boost for her morale.

Even after retirement Mary continued to attend her branch meetings and was not averse to expressing her views on matters being discussed. She attended her last meeting just before Christmas 2016. Sadly, at this stage, she was unable to drive and had to arrange a lift. Such was her firm and faithful commitment to the Longford branch even to the very end.

She was a great servant of the union and will be sorely missed by all members and colleagues.

The branch extends its sympathy to her husband Pat, her children Rory, Emer, Orla, Enda and Kevin, her sisters Eileen and Catherine and her four grandchildren Alice, Oliver, Charlie and Louis on whom she doted.

Brian Hyland

RMA News

We held our AGM in the Brandon Hotel, Tralee at the end of May under the new format that had been decided at a previous AGM. Adjustments to the organisation have proved very successful, with document packs for all members attending available at registration and the use of a data projector for most of the agenda items. Standing Orders for AGM has now been given its proper status, with three non-Management Committee members and continuity assured through the election each year of one replacement. The current Standing Orders members are Mick Daly, Moira Finnegan and Noel Spittle.

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

The AGM was also presented with a report from the Benevolent Fund sub-committee by Chairperson Jim McCarthy. He informed the meeting that the sub-committee had investigated a number of models and had brought a report to the Management Committee and had made a submission to the Finance Committee of TUI and were awaiting a response.

Resolutions were passed dealing with the Alliance of Retired Public Servants, TUI support, pensions and communication with members. Guests at our AGM included representatives from the Retired Teachers Association of Ireland and the Retired Secondary Teachers Association. TUI was represented by Barry Williams, then Vice-President and Michael Gillespie, Assistant General Secretary.

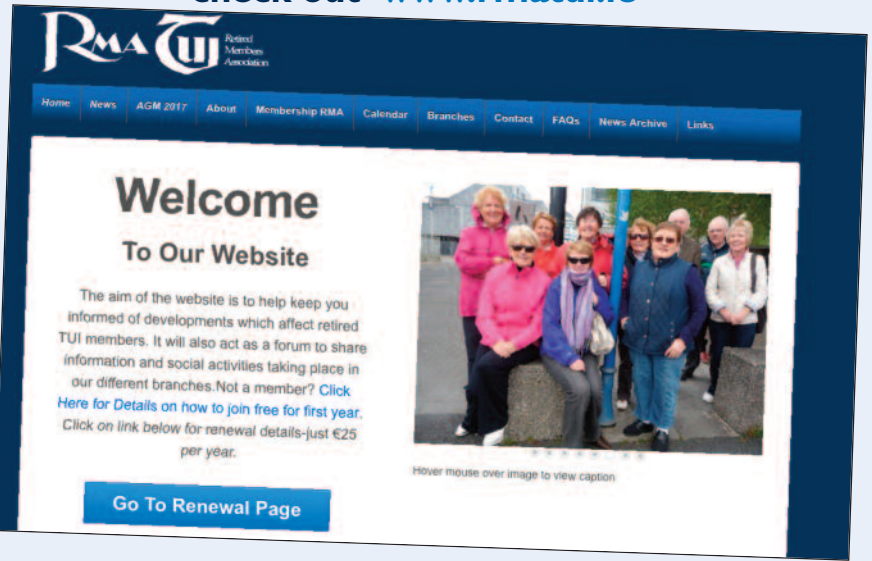
The following Officers were elected:
Chairperson: Martin Hoye
Social/Cultural Officer: Ristead O Craoibhin

These join the following to form an officer board to work on your behalf:
Treasurer: Tim O'Meara
Membership Officer: Michael McNulty
Secretary: Dan Keane

Many tributes were paid to outgoing Chairperson Jim McCarthy for his outstanding work on behalf of RMA members throughout the entire country. He leaves an excellent legacy, and during his period as chairperson a branch structure has been set up with eighteen branches now in existence.

As has been tradition, our Gala Dinner was the occasion for the Dr. Charles McCarthy Memorial Lecture. This year, we were entertained by Billy Keane, son of the legendary John B, who gave an insight into his life growing up in the home and public house of the great playwright.

Keep up to date with all RMA activities –
check out www.rmatui.ie



Our AGM was followed the next day by a trip to Dingle and Sleah Head. We enjoyed glorious weather, stopping on the way for pictures at picturesque Inch beach and at O'Shea's pub for tea/coffee. The tour around Sleah Head was magnificent, with views of Skellig Michael – out to sea – and nearby Inishvickillaun. Returning to Dingle, we enjoyed a relaxing lunch in Paudie's Bar at the Dingle Bay Hotel. The trip was a fitting end to a very successful AGM.

Of course it's autumn again and another break looms. This time it's off to the Boyne Valley Hotel Drogheda, from **October 17th to the 20th**. Check your membership renewal notice pack or the website for a booking form and other details. The programme includes two tours

and a very attractive package has been negotiated.

Reminder to Retired VEC/ETB/IT members: Have you returned your completed DAS authorisation form? If not please consider doing so today.

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

Dan Keane, RMA Secretary

Reminder to Branches: The first year's €25 membership fee for a new RMA member can be paid by his/her Branch.

Can you help to complete State Exams archive?

Researchers at Maynooth University have collected a free archive of Leaving/Junior/Inter Cert exam papers from 1925 to 2017 for Maths, Physics, Chemistry, Biology, Science, Tech/Mech Drawing and Applied Maths.

You can find the archive at: <http://tinyurl.com/mathsyarchive>

If you have access to any of the following papers, please contact David.Malone@nuim.ie to help complete the archive.

1981 - Technical Drawing Leaving Cert Paper 2
- Maths Inter Cert Ordinary Level Paper 1 and 2
- Science Syllabus E Inter Cert
- Mechanical Drawing Inter Cert (1981)

1982 - Technical Drawing Paper 2
- Maths Inter Cert Ordinary Level Paper 1

1998 - Maths Junior Cert Ordinary Level Paper 2



Sponsored by
cornmarket
group financial services Ltd

Congratulations to
CATHAL BOURKE
NEWPORT COLLEGE
CO TIPPERARY
Winner of Vol 39 No 5 Crossword Competition

Crossword

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

Only one entry per member.
Photocopies can be submitted.

Name _____

Workplace _____

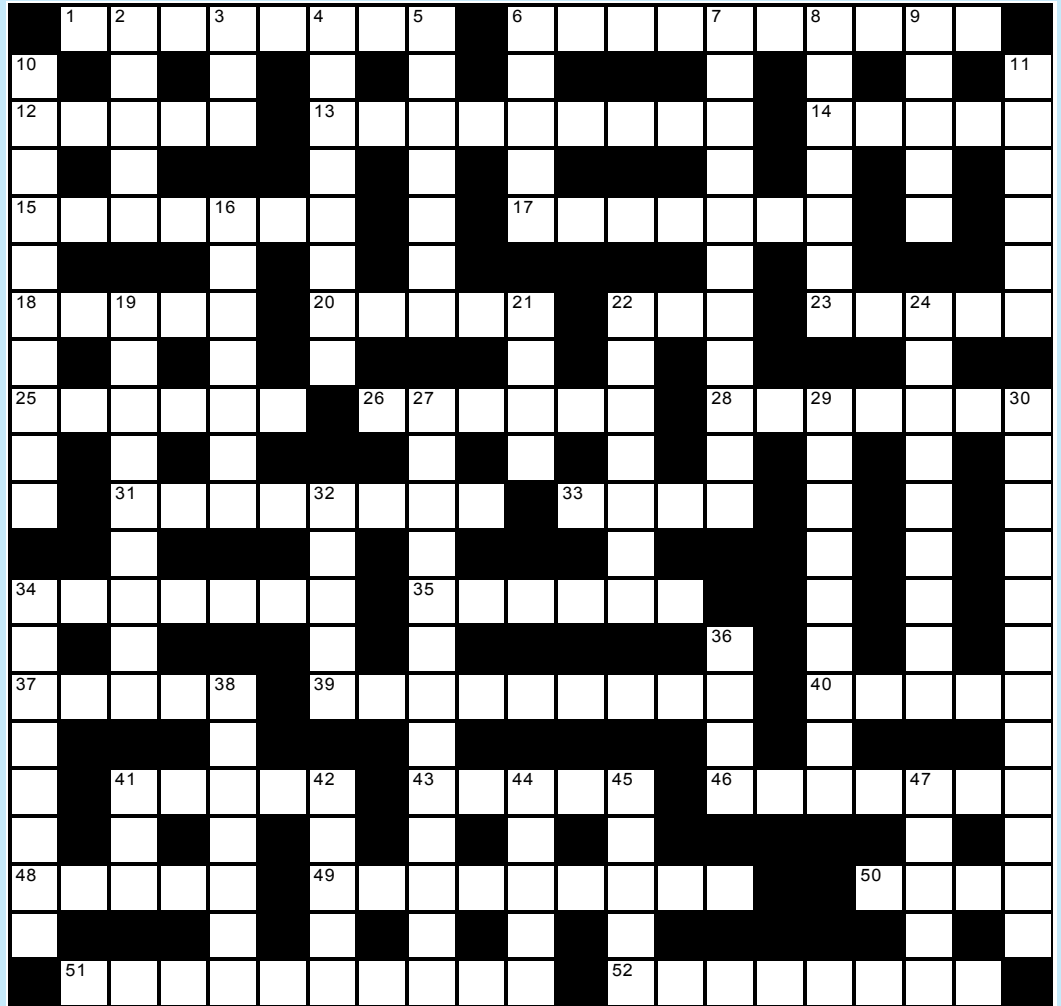
Address _____

Contact number _____

TUI Branch _____

Send entries to TUI Crossword
September '17, TUI, 73 Orwell Rd,
Rathgar, Dublin 6

Closing date for entries:
Friday, 20th October, 2017



ACROSS

- 1 Stubbornly persistent in wrongdoing (8)
- 6 A double-reed woodwind instrument similar to an oboe but lower in pitch (3,7)
- 12 A short moral story (5)
- 13 A person unreasonably held to be immune to criticism (6,3)
- 14 Sound made by a duck (5)
- 15 ----- Murphy, Cork actor recently seen in the film Dunkirk (7)
- 17 A large heavy knife used as a weapon or for cutting vegetation (7)
- 18 Loose hemp or jute fibre obtained by unravelling old ropes (5)
- 20 Emerge from the egg (5)
- 22 Music duo from Versailles, France, consisting of Nicolas Godin and Jean-Benoît Dunckel. (3)
- 23 Noisy and disorderly (5)
- 25 The first light of day (6)
- 26 Siddhartha Gautama, a sage born near the present-day border between India and Nepal (6)
- 28 Question (someone, typically a soldier or spy) about a completed mission or undertaking (7)
- 31 The season around the 25th December (traditionally extending from Dec. 24 to Jan. 6) (8)
- 33 Flow in a circular current, of liquids (4)
- 34 Equality between the totals of the credit and debit sides of an account (7)
- 35 A deep narrow steep-sided valley (especially one formed

- by running water) (6)
- 37 large deciduous trees with rounded spreading crowns, smooth grey bark, and small sweet edible triangular nuts enclosed in burs (5)
- 39 Subgenre of dance music developed around the mid-1980s by DJs from Chicago (4,5)
- 40 Prince of ----- 1991 melodrama starring Barbara Streisand and Nick Nolte (5)
- 41 Of a pale purple colour (5)
- 43 A plant fibre used for stuffing and insulation (5)
- 46 Charming in a childlike or naive way (7)
- 48 Offbeat, eccentric (5)
- 49 A newly invented word or phrase (9)
- 50 A rigid circular necklace that is open-ended at the front (4)
- 51 Fair and impartial in treatment or judgement (4-6)
- 52 Makeup applied to emphasize the shape of the eyes (8)

DOWN

- 2 A tower built by Noah's descendants who intended it to reach up to heaven (5)
- 3 Midge ---, lead singer of Ultravox (3)
- 4 Strong green liqueur flavoured with wormwood and anise (8)
- 5 Convert into code (7)
- 6 British rock supergroup consisting of Ginger Baker, Eric Clapton and Jack Bruce (5)
- 7 January 1st (3,5,3)
- 8 Strong highly flavoured sweet liquor usually drunk after a

- meal (7)
- 9 An adult insect produced after metamorphosis (5)
- 10 A serious devotee (10)
- 11 A female domestic servant who does all kinds of menial work (6)
- 16 Not adhering to ethical or moral principles (7)
- 19 Irish bred terrier, first observed on the mountains of Kerry (5,4)
- 21 Portable troughs for carrying mortar, bricks etc (4)
- 22 Leave behind empty; move out of (7)
- 24 Solicitation of money usually for a benevolent purpose (4-5)
- 27 1954 radio drama by Welsh poet Dylan Thomas (5,4,4)
- 29 A game played on a court with light long-handled rackets used to volley a shuttlecock over a net (9)
- 30 Light emitted during absorption of radiation of some other (invisible) wavelength (12)
- 32 The 8th letter of the Greek alphabet (5)
- 34 (in Russia) an old woman or grandmother (8)
- 36 The sound made by a cat (4)
- 38 Idyllically calm and peaceful (7)
- 41 Fifth astrological sign of the zodiac (3)
- 42 A Latin American dance of 3 steps and a kick by people in single file (5)
- 44 ----- Mary - song originally by Creedence Clearwater Revival, famously covered by Ike & Tina Turner (5)
- 45 Edge tool used as a cutting instrument (5)
- 47 A colourless gas (O3) soluble in alkalis and cold water (5)