

Can
SOLAS
shine a light on
Further Education
in Ireland?



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New to teaching? Calculate your salary

A starting teacher wanting to calculate their salary, particularly if they have a pro-rata part time contract may need clarity as to how this works.

Salary of a starting teacher is made up of two elements:

- a) The basic scale point
- b) Qualification allowances (degree and PGDE/H Dip)

These two are to be added and then subject to pro rata calculation depending on the hours timetabled.

Example. *Starting teacher post 1st Jan 2011 with 13 timetabled hours in contract, with Hons. Degree and Hons. PGDE.*

Point 1	€27,814	
Hons Degree	€4,426	
Hons PGDE	<u>€1,112</u>	
Total	€33,352	(whole time for 18 - 22 hours)
13 hours	$€33,352/22 \times 13 = €19,708$	

If you have any teaching experience prior to 1st January 2011 then the provisions of the cutback applied in the Budget 2011 may not apply. This cutback reduced the starting salary of all public servants, including teachers and Assistant Lecturers to the 1st point of the scale (for teachers this was formerly the third point of the scale for teachers with a 4 year qualification) and in addition reduced the salary by 10%. Circular Letter 43/2011 from the Department of Education and Skills sets out this provision for teachers.

Salary scales can be found on the TUI website, www.tui.ie



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TUI PRESIDENT, BERNIE RUANE

TUI wishes all our members the best of luck in the forthcoming academic year.

Members have experienced severe attacks on pay and conditions of service over the last few years and the impact of the cutbacks will continue to be strongly felt in classrooms at all levels. When will this Government wake up and realise that investment in education is the only way out of this recession and that cutbacks will only destroy our education system and the futures of our young people?

To betray a whole new generation and deprive them of opportunities that were given to previous generations is completely unacceptable and TUI members everywhere must fight against this. Education cannot afford to sustain further cuts. Already there are rumours of a further increase in the pupil teacher ratio. The fallout from this would cost society dearly. This year's Leaving Certificate results show a drop in grades in Science and Maths. In the Leaving Certificate Applied Programme (which has been hugely successful in retaining students in the system) there is also a drop in grades and more worryingly, a fall in the number of those completing the programme. The legacy of cutbacks to the education system is clearly reflected in these outcomes.

We have all read the newspaper articles about our system being in need of reform and not fit for purpose. As educationalists we are constantly evolving and TUI has always been at the forefront of implementing worthwhile educational reform.

However, there cannot be successful reform without adequate resources and training. To attempt to introduce Junior Certificate reform at this time when our system is buckling under the strain of a litany of cutbacks would be a disaster for students, parents and educators. Reform will not work without resources, and education must finally be seen as investment in the future rather than current spending. If our

When will this Government wake up and realise that investment in education is the only way out of this recession and that cutbacks will only destroy our education system and the futures of our young people?

thinking around investment in education does not change, this country will continue to slide deeper into recession. The theory of short term pain for long term gain is doomed to abject failure in our sector.

At third level there is much talk about reform, but valid reform cannot take place without first consulting with our members working in these Institutes. Change cannot be successful unless it is properly funded and resourced and increasing the numbers in class groups cannot and will not bring about effective change.

Some members may be thinking of retiring under the provision of the Public Service Agreement/Budget 2011 which allows retirement on the pre-pay cut salary rates up to February 29th 2012. If you are one of those members you need to be aware that you are required to give three months notice if you want your pension paid in time. However, if you only give a month's notice for whatever reason you may still go with your pension calculated at the pre 2010 salary but there may be a delay in payment of your pension. TUI hopes to have information on the union website shortly to help members to assess their individual situation. If you are going out before 29th February 2012, please be aware that your pension will be liable to the public service pension levy which is now in place for all former public sector employees who went out under the pre-cut rate. However, if you retire after the 29th February 2012, the levy under the current system should not apply to your pension.

September will bring a return to schools, colleges and education centres which are now under the Public Service Agreement. If you are unsure of how this agreement will impact on your workload please consult the FAQs in this magazine and on the TUI website or speak to your workplace representative, branch officers or area representative. TUI has voted to accept this agreement with a health warning that if the Government does not keep its side of the agreement we will not keep ours.

It is vital that TUI remains a strong united union during this critical time in our history. The neoliberal agenda is fighting against all public service unions. Privatisation is knocking on the door of our educational institutions. Let us not make ourselves hostages to fortune by fighting amongst ourselves. Now is the time for all public sector unions to stand together with one voice so that we can protect our education system.

Protecting our education system involves making a stand to protect all resources required in education and that must incorporate the pay and conditions of teachers and lecturers. Nobody can claim to be interested in education if they are not prepared to value the people at the chalkface by paying them adequately and giving them the resources they require to deliver an effective education.

It is vital that all educational workplaces are fully unionised during this critical time. If you know anyone in your workplace who is not in a union you should ask them to join TUI. Recruitment packs have been delivered to schools and colleges and education centres. For new teachers in second level schools, TUI has produced a booklet called Welcome To Teaching. This is available on request from head office or downloadable on our website and contains useful advice on contracts and conditions of service. It will also help clarify some of the terminology used around contracts.

In this first edition of the magazine for the new academic session, I would like to thank the TUI Credit Union for their continued sponsorship of the crossword.

Once again I would like to wish you the members all the best for the coming year in your professional and personal lives.

A handwritten signature in black ink that reads "Bernie Ruane". The signature is written in a cursive, flowing style.

Changes in Head Office



PETER MACMENAMIN

New General Secretary Appointed

The Executive Committee appointed John MacGabhann to the position of General Secretary in June. He will take up office on the retirement of the current General Secretary, Peter MacMenamin, in December.

A native of Tipperary, John is well known to TUI members from his time as Assistant General Secretary. Prior to that he was employed by TUI as Education & Research Officer and before that he had been President of the Union in the years 2000/01 and 2001/02. John was a teacher of English and Irish in Tallaght Community School.

Administrative Officer

Hilary O'Byrne also retires before the end of the year after 24 years service with TUI. The Executive Committee has also appointed her replacement. Cathy Glavey



CATHY GLAVEY



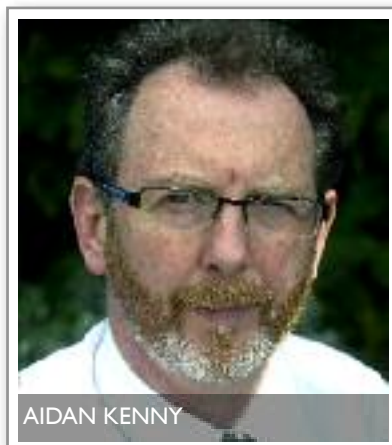
JOHN MACGABHANN

will take over as Administrative Officer in September. Cathy was previously employed in TUI as a member of the administrative staff.

New Assistant General Secretary

Following the decision of John O'Reilly to resume his teaching career with Co Dublin VEC, the Executive Committee appointed Aidan Kenny, formerly of the Dublin Colleges Branch of TUI to the position of Assistant General Secretary. Aidan commenced work with TUI in July and has taken over responsibility for many of the third level branches which were previously the responsibility of John O'Reilly.

In addition, the Executive Committee has advertised for a temporary Assistant General Secretary pending its decision to review the overall staffing level and levels of service being provided for members. This post has been advertised and is in the process of being filled.



AIDAN KENNY



HILARY O'BYRNE

Changes of Role

The responsibility for individual branches will, of necessity, change over the coming months as the above personnel changes take effect. The first and only change at this time is that the Dublin Colleges Branch is now being handled by Annette Dolan, Deputy General Secretary. Further changes in responsibility for branches will be notified to branches in due course.

Organiser Reappointed

In addition to the above changes, the Union Organiser, Íde Ní Fhaoláin, has been reappointed for a further year in her temporary contract. Íde's responsibilities relate to the organisation of workplaces and also to the development of a recruitment campaign.

TUI News sends its best wishes to John, Cathy and Aidan in their new positions. We also send our best wishes to John O'Reilly in his return to teaching and to Peter and Hilary on their impending retirement.



JOHN O'REILLY

Education system cannot sustain another PTR increase

An increase in the pupil teacher ratio (PTR) in second level schools would wreak 'irreparable' damage and threaten the survival of subjects such as physics and maths in some schools, TUI has warned.

A front page Irish Times article in the first week of August claimed that a changing of



ANNETTE DOLAN

the PTR by one point from 19:1 to 20:1 is being strongly considered as part of the education projections in the next Budget.

Speaking on RTE's Drivetime programme, the union's Deputy General Secretary Annette Dolan said that the proposed change would have "a devastating effect on subject options right across second level schools and also on the choices students have in terms of levels on offer. It may mean dropping physics or maths or not being able to offer subjects at higher level." She also said that any such move would result in mass emigration of young teachers.

Speaking on the same programme, TUI's Principals and Deputy Principals Association (PDA) president Mick Daly urged the Government to consider the implications of such a revision, specifically



MICK DALY

the "deleterious effect on the life chances of students" that it would have.

The union highlighted that a large school would lose two teachers or 66 classes of tuition if the ratio was increased.

Retiring on or before 29th February 2012?

Anybody retiring before the end of February 2012 will have their pension provision calculated on the salary scales effective before the pay cut introduced from 1/1/10 but the Department of Public Expenditure and Reform has advised that a three-month minimum notice period for retirement is now effective for the Public Service. If, however, only a month's notice is given, the person retiring will still retire with their pension calculated at the pre-2010 salary but there may be a delay in payment of the pension.

A three-month notice period is being introduced for the Public Service at this point as a temporary measure to assist employers in the management of what may be a very high number of retirements. The Department of Public Expenditure and Reform has advised that further instructions will issue in relation to notice requirements for retirements which take place after February 2012.

All current pensions were reduced in last Budget by an average of 4% and this reduction will also apply to the pensions of those retiring before the end of February 2012. However, it is TUI's understanding that this reduction will not apply to the pensions of those retiring after this date.

Employers of all teachers and lecturers have been informed of this change by the Department and full information is available on a link accessible on the homepage of the Department of Education and Skills website.

The advantage of retiring on or before 29th February 2012 is that your pension provision will be calculated on the salary scales effective before the pay cut was introduced on the 1 January 2010. However, depending on your personal circumstances it may be more beneficial for you to continue to work for a longer period of time before retiring.

If you are in a dilemma in relation to whether or not you should retire on or before 29th February 2012 or continue on working for a further period of time you should in the first instance seek an estimate in relation to what your pension and lump sum would be if you were to retire:

- Before the end of February 2012
- On a specific date after the end of February 2012.

Who can I request an estimate of my pension and lump sum from?

If you are a lecturer in one of the third level Colleges you can get such estimates from your HR Department.

If you are a teacher in a Community and Comprehensive school you can request such estimates from the Pensions Section of the Department of Education and Science in Athlone.

If you are a VEC employee you can request estimates of your pension and lump sum from the pensions section of your VEC.

Cornmarket are also offering a complementary retirement planning service to TUI members (see back page).



Will SOLAS finally shine a light on Further Education in Ireland?

TUI has cautiously welcomed the launch of the new state training agency to replace FÁS, warning that its establishment must prove to be much more than just a slick rebranding full of hollow sentiments and promises if training is to become a key driver of economic recovery.

The Minister for Education and Skills, Ruairí Quinn announced in July that the new further education and training authority called SOLAS (Seirbhísí Oideachais Leanúnaigh agus Scileanna) is to be established.

The union has campaigned vigorously in recent years for the training remit to be removed from FÁS, going so far to describe the tarnished agency as 'a barrier to the development of the smart economy.'

TUI members in further education centres across the country have long since expressed grave concerns about what they perceived as dubious educational and accreditation practices of some private providers in their locality, some of which have since been the subject of negative media attention.

There was also continual frustration at what TUI members saw as 'duplication' of successful PLC courses in local communities by some private providers.

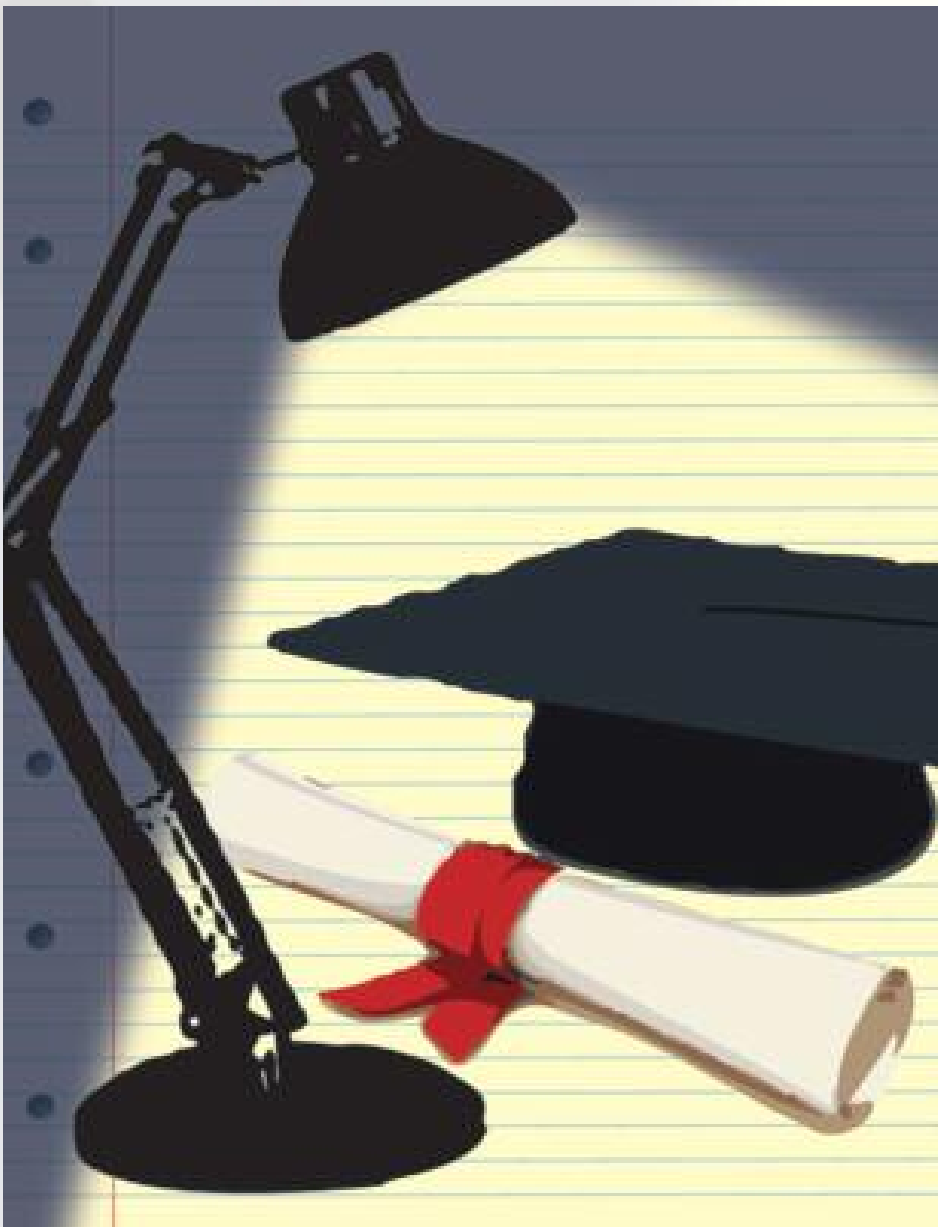
"We cautiously welcome the establishment of SOLAS at a critical time for education and training in Ireland, particularly the Minister's affirmation that VECs will be ultimately responsible for the delivery to the public of both further education and training services," TUI's General Secretary Peter MacMenamin said.

"The sector is ideally placed to develop the balanced skill set that the country urgently requires with a wide range of high quality and fully accredited courses. TUI has always held the position that every course offered by a state agency should be fully accredited."

"However, it is vital that we monitor the rebranded agency to make sure that the reality encompasses much, much more than just new signage and letterheads."

"We acknowledge the unprecedentedly difficult economic times that the country is experiencing, but the vast increase in the numbers of people of all ages and from all walks of life seeking upskilling should be looked upon as an opportunity. Failure to do so will leave the agency open to criticism that it is little more than some kind of 'FÁS Nua'. Our economic predicament provides us with many new challenges, but these cannot be used as an excuse for the state to put training on the backburner at the worst possible time for the country. SOLAS must hit the ground running."

Speaking at the launch of the agency, Minister Ruairí Quinn said, "The new SOLAS mandate will be to ensure the provision of 21st century high-quality further education and training programmes to jobseekers and other learners. These programmes will be



integrated, flexible, value-for-money and responsive to the needs of learners and the requirements of a changed and changing economy. SOLAS will implement the significant transformation programme needed to deliver this. The Government is giving the further education and training sector a clear direction for the future.”

The new authority will operate under the aegis of the Department of Education and Skills. SOLAS will co-ordinate and fund the wide range of training and further education programmes around the country.

It will fulfil a role for the further education and training sector similar to that exercised by the Higher Education Authority for higher education institutions. It will draw on its own expertise and that of the Expert Group on Future Skills Needs to help identify skills gaps, point to weaknesses and duplication in existing provision and link courses more closely to both the needs of the individual and the labour market.

“It will have a greater focus on training and education programmes which prepare jobseekers and other learners for occupations in growth areas like the services, ICT, medical devices, food and biopharma sectors,” said Minister Quinn.

SOLAS will champion a greater emphasis on generic, transferable skills including people-related skills, thinking and problem-solving skills and digital literacy skills. The agency will be underpinned by stronger quality assurance, occupational standards, international benchmarks and course content reviews.

An Implementation Group is being established and chaired by the Minister of State with responsibility for Training and Skills, Ciarán Cannon T.D. Membership will include the

Department of Education and Skills, FÁS and the Irish Vocational Education Association (IVEA). It will also consult with other key stakeholders.

The SOLAS Implementation Group will develop an Action Plan to bring about the necessary changes and report progress to the Cabinet Committee on Economic Recovery and Jobs in the autumn.

SOLAS was also welcomed by the IVEA’s general secretary Michael Moriarty. “Europe and Ireland’s commitment to achieving smart, sustainable and inclusive economic growth is very much dependent on our capacity to upskill all the workforce, and not just those with third level qualifications. Hopefully, Minister Quinn’s announcement today will significantly

improve our capacity to give a new start to many whose lives have been blighted by the financial crisis.”

In particular, Mr Moriarty welcomed the decision to transfer, over time, FÁS training centres and most FÁS regional staff to the VECs, and the fact that VECs will ultimately be responsible for the delivery to the public of an integrated FET service. “This,” said Mr Moriarty, “will enable VECs to use their local knowledge and experience to the maximum to deliver what amounts to a one-stop-shop FET service in literally every community in Ireland.”

TUI will be seeking further clarification on the exact role that the VECs and their staff will play in a forthcoming meeting with Minister Ruairí Quinn.

‘TUI Deputy General Secretary Annette Dolan calls for abolition of FÁS in current form’

– RTE Six One News December 2010

‘In its current form, we believe that FÁS is a barrier to the development of the smart economy.’

– Peter MacMenamin, September 2010

‘The distinction between education and training is an artificial one and its elimination is long overdue.’

– Peter MacMenamin, March 2010

‘We would be extremely confident that the cost of putting a student through a PLC course in a college of further education costs less per head than that charged by a private for-profit provider, where sometimes the quality of provision is questionable.’

– Annette Dolan, September 2009

‘The TUI has called for facilitation of the bulk of the 51,000 additional places announced by the Taoiseach to go to the education sector’

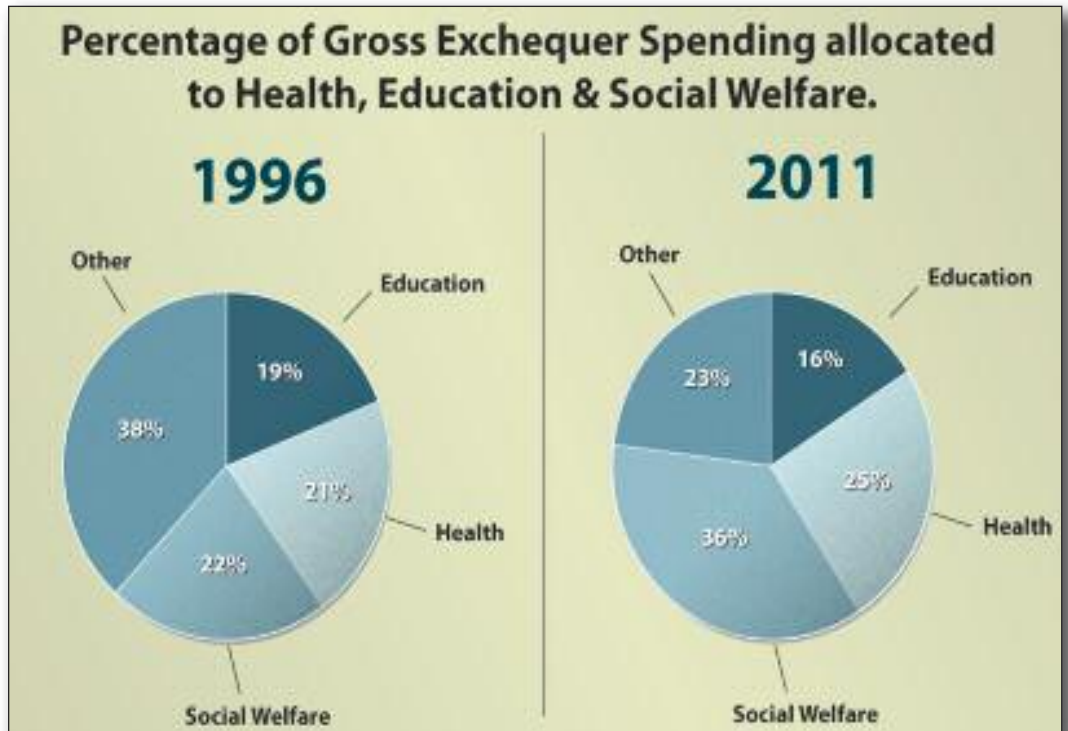
– specifically to VECs and IOTs’. – February 2009

Minister acknowledges paltry education spend

Ireland's spend on education has plummeted to just 16% of the exchequer's gross expenditure, Minister Ruairi Quinn revealed in his speech at the MacGill Summer School in Glenties, Co Donegal.

A decade and a half ago 19% of the exchequer's gross expenditure went on education, 21% on health and 22% on social welfare. The current figures are 16% on education, 25% on health and 36% on social welfare. This fall in expenditure is starker again when considered in the context of the increased 'new' resource pressures on the system over that timeframe such as the integration of students with special educational needs and the provision of assistance to those for whom English is not their first language.

"This dramatic shift has taken place without any real discourse about our national priorities," Minister Quinn added. 'Perhaps it's time that we initiated that debate.'



TUI President Bernie Ruane welcomed the illustration of how education has been neglected by successive governments but cautioned that actions speak louder than words. "These figures show just how much we allowed investment in education to stagnate even in the boom years. I welcome Minister Quinn's acknowledgement that we need to change our view of investment in

education to investment in the country's future."

"However, acknowledging the problem is very different to robustly defending the sector from further cuts. Minister Quinn must leave his cabinet colleagues under no illusions in the coming months that education cannot sustain further attacks."

TUI membership cheaper in 2011/12

A motion reducing the annual subscription was passed during the organisation section of Congress 2011. The rate changed from 1% of the 8th point of the common basic scale to 1% of the 7th point of the scale.

For a teacher or lecturer on full hours this means a reduction in the subscription from €406.39 to €379.29 with the same pro-rata reduction for those on lesser hours. The cut became effective on July 1st.



BILLY WEBB

TUI has learned with great regret of the passing of a former President, Billy Webb. Billy was a native of Roscommon. He served as Executive member for that area and was President of TUI between 1975 and 1977. An appreciation of his work will appear in the next TUI News.





Convincing the kids of today

Ask any teenager about trade unions and they'll most likely stare at you blankly. Ask any trade unionist 'what's our biggest problem' and, chances are, they'll tell you we need to attract more young people into our ranks.

With minimum income protection under attack and youth unemployment soaring, connecting with a young workforce has never been more vital for trade unions. And vice versa. Now the Irish Congress of Trade Unions' (ICTU) YouthConnect project is set to take trade unions and the world of work into classrooms across the country.

This student-focussed resource pack, with accompanying supports, aims to raise young peoples' awareness of the role and activities of Irish trade unions.

ICTU's project coordinator Fiona Dunne says eight out of ten kids have never heard of a union. "They don't know who we are. They don't know what unions do. If there's no family connection fewer and fewer young people are becoming union members. YouthConnect is about getting into schools and making young people aware of what we do," she says.

To this end, ICTU has established a group of 15 'schools champions,' graduate teachers who are trained to present the resource pack to teachers and students. So far 100 schools have signed up for visits, a positive start towards ICTU's ambition of reaching all 750 second level schools over the next two years.

"Initially we planned to target transition year students. But a pilot project, consultation with teachers and engagement at the teacher union's conferences made us realise that teachers in a wide range of subjects - business, economics, religious education, CSPE - could use this resource. They can use a complete module or just part of it. Either way, it will bring trade unions and the world of work into the education mainstream. It will get kids thinking about the whole collective idea that you aren't alone at work and learning about what trade unions can do for them," says Fiona.

The easy-to-use YouthConnect resource pack includes information for teachers, lesson plans, students' information handouts and worksheets - all bound together with clear teaching and project objectives. Its five information-packed

modules cover the world of work, unions and solidarity, rights at work and school, globalisation and equality and inequality in society.

A new YouthConnect website - www.youth-connect.ie - is designed to work hand in hand with the pack. It contains news and information on the five module themes, a section for teachers, an e-zine and a platform for students to discuss and explore the issues that interest them most.

"In the pilot I was struck by the negative views that young people have. They think unions are all about strikes, giving out and negativity. They know nothing about the positive day to day stuff. Helping people who have been unfairly fired, or are underpaid or bullied at work. That doesn't make the news so we need to explain that it's part of what it means to be a union member," says Fiona.

For more information contact Fiona Dunne at Fiona.dunne@ictu.ie.



A message from the Teaching Council

Professional Accreditation of Further Education Initial Teacher Education Programmes by the Teaching Council

As part of the process of introducing a dedicated teacher education programme for teachers in the Further Education (FE) sector, the Teaching Council has recently approved the 'General and Programme Requirements for the Accreditation of Teacher Education Qualifications [Further Education]'. These will be used by the Council when assessing and accrediting FE teacher education programmes being offered by Higher Education Institutions. Programme providers have been invited to submit programmes leading to a teacher education qualification for professional accreditation.

From 1 April 2013, applicants for registration for the FE sector, must have attained a Council approved FE teacher education qualification in accordance with Regulation Five of the Teaching Council [Registration] Regulations, 2009. From April 2013, it is intended that all newly registered teachers in the three sectors, primary, post-primary and further education, must have an accredited teacher education qualification.

Home Economics teacher? Always wanted to visit Australia?

This is the perfect opportunity - Join the International Federation for Home Economics (IFHE) Irish members travelling to IFHE World Congress July 16-21 2012 in Melbourne Australia. Meet colleagues from all over the world, hear international research presentations and join in exciting pre/post Congress tours and social events.

Contact hmaguire@stangelas.nuigalway.ie for further details and view www.ifhe2012.org.

Public Service Agreement: Second Level/Further Education

Members' questions answered

Q1. To whom does the Public Service Agreement apply?

A. The Agreement applies to all members.

ADDITIONAL TIME (33 HOURS)

Q2. To whom do the provisions regarding the additional time of 33 hours apply?

A. They apply to all teachers assigned to schools, centres and education services. However, teachers employed on a part-time basis will have a pro-rata liability in respect of the additional hours.

Q3. What quantum of the additional 33 hours will be undertaken by Pro-Rata Part-Time contracted teachers?

A. Pro-Rata Part-Time (PRPT) teachers will be required to fulfil the pro-rata equivalent of their contracted teaching hours. For example, a PRPT teacher on a contract of 16 hours will be required to fulfil 16/22 of the additional 33 hours i.e. 24 hours.

Q4. Are periods of less than one hour duration reckonable towards the additional 33 hours?

A. While it is envisaged, in general, that the additional hours will be used in blocks of one or two hours duration, periods of time of less than one hour's duration should also be reckonable eg two periods of 30 minutes should be reckonable as one hour

Q5. May school management designate the use of the additional time for activities other than those listed in the agreement?

A. No. The additional time may not be used for any other activity other than those specified in the agreement. However, any residual hours available following utilisation of the hours on the commitments set out in the agreement may, in the case only of teachers who are contracted into the Substitution and Supervision (S&S) Scheme, be used for the purposes of substitution and supervision.

Any substitution or supervision arising on foot of residual hours should be undertaken in accordance with the terms of the current Substitution and Supervision Scheme.

Q6. May teachers opt to undertake additional substitution (S&S) and/or supervision in lieu of the activities specified in the agreement?

A. No. The additional 33 hours may be used for the purposes of substitution and supervision (in the case only of teachers contracted into the S&S Scheme) only after utilisation of the hours on the specified activities has been exhausted.

Q7. Can the additional hours be undertaken during lunchtime periods or other non-teaching periods within the school day?

A. It is the view of TUI that the answer is yes. The additional hours must be scheduled "outside the normal school hours". It is also the view of TUI that "normal school hours" is taken to mean periods during the school day in which timetabled teaching is undertaken.

Q8. Can school management utilise all or part of the hours outside of the 167 days during which the school is open?

Yes, but only where there is a consensus among staff to do so. In this regard consensus does not mean a simple majority or veto but exists where there is general agreement and support or an absence of significant opposition. In the absence of consensus, the hours may only be utilised within the school's calendar of 167 days.

Q9. What input will teachers have into the utilisation and scheduling of the additional hours?

A. The Agreement states that there will be consultation with the teaching staff at school level as to the usage and scheduling of the hours. It is the view of TUI that there be consultation with TUI before agreement is reached at school level.

Q10. Are the hours devoted to the existing three parent/teacher meetings per year reckonable in the 33 hours?

A. No. The 33 hours are over and above additional time provided under previous agreements in relation to parent/teacher meetings. However, any additional parent/teacher meeting beyond the three meetings would be reckonable as part of the 33 hours.

QUESTIONS ON SUBSTITUTION AND SUPERVISION

Q11. Does the requirement in the Agreement to be available for three timetabled periods per week increase the time to be spent by teachers on substitution and supervision under the paid S&S scheme?

A. No. The Agreement does not affect current arrangements in respect of supervision in any way: it extends the availability of teachers to undertake substitution by one additional class period per week. (Teachers will now be required to be available for up to 3 periods per week). The maximum time to be devoted to substitution and supervision under the terms of the paid S&S scheme in any week is 90 minutes.

Q12. Will teachers who are not contracted into the paid S&S Scheme be required to undertake such work as part of their 33 hours?

A. No.

QUESTIONS ON POSTS OF RESPONSIBILITY

Q13. Can the additional 33 hours be devoted to posts of responsibility?

A. No. The 33 hours may not be used for post of responsibility duties.

Q14. Can post of responsibility duties be changed?

A. Duties of post holders may be changed but must not be more onerous than the existing duties being carried out by the post holder. The Department of Education and Skills circular letters in respect of posts of responsibility continue to apply. In this regard,



Circular Letter 20/98 states that “the duties of a post may be varied from time to time, following a consultative process, as the needs of the school require, subject to the revised post carrying, in general, the same level of responsibility as the previous one”. Teachers may not be obliged to undertake any duties which are not listed on the school’s agreed Post of Responsibility Schedule.

QUESTIONS IN RESPECT OF APPENDIX I – FURTHER EDUCATION

Q15. If one teacher in a discipline/ subject area volunteers to participate in developing a programme does this mean that others in the same discipline/ subject area also have to become involved?

A. No. Individual teachers can opt not to engage in the core activity of developing or writing programmes even when their colleagues volunteer to undertake this work.

Q16. Will a teacher be required to provide mentoring or tutorial support in subject specific areas to a learner seeking Recognition of Prior Learning (RPL)?

A. No. Under the Agreement a teacher will only have to provide information to the learner on where to forward an

application and on what details to forward. The responsibility for determining the type and level of learner evidence required will rest with the RPL centre.

Q17. Can a teacher be required to carry out internal verification checks that assessment has been carried out in compliance with FETAC requirements and internal policies within a school/centre?

No. Internal verification checks will be carried out by someone who holds designated responsibility (e.g. a Post of Responsibility) for such work outside the additional 33 hours.

Q18. What is meant by local protocols for engagement in self-evaluation and how will these be determined?

A. Local protocols refer to the systems and procedures that will be adapted to support self-evaluation within schools, colleges or other places offering programmes leading to FETAC certification, in line with their quality assurance agreement with FETAC. They will be developed locally in consultation with the teachers involved. However, in the first instance this union will be seeking agreement with the IVEA/management bodies on the underpinning framework/approach which will apply.

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QUESTIONS IN RESPECT OF APPENDIX 2 – REDEPLOYMENT SCHEME

Redeployments for 2011/12 have already taken place. Notification in respect of redeployments for 2012/13 will issue in 2012.

Q19. To whom does the Redeployment Scheme apply?

A. It applies to all permanent/CID teachers in post-primary schools surplus to requirements in situations other than school closures. School closures are dealt with in a document agreed some years ago (available on TUI website). It applies also to teachers in centres and other education services.

Q20. Does the Redeployment Scheme apply to teachers who hold a Post of Responsibility.

A. Yes. The Scheme applies to all permanent/CID teachers.

Q21. Who will operate the scheme?

A. The Minister for Education and Skills has appointed Directors/Assistant Directors charged with implementing the scheme. Both the TUI and ASTI have appointed an Advisor/Advisors to the Directors/Assistant Directors whose role is to assist in the identification of issues of a practical or logistical nature.

Q22. What constitutes a surplus teacher situation?

A. A surplus situation arises in a school where the school has one or more teachers in excess of its allocation and such excess represents more than 1% of the allocation to the school.

A surplus situation arises where a VEC has one or more teachers in excess of its allocation and such excess represents more than 1% of the allocation to the VEC.

Q23. How would vacancies for the purposes of potential redeployment be identified?

A. Applicable vacancies are all permanent and temporary vacancies in whole or part-time posts, save where such posts cannot be deemed a vacancy by operation of law. All schools/VECs must notify all applicable vacancies in the school/VEC as soon as they arise, to the Director of the Scheme. Schools/VECs will inform the Director of the reason for a proposed appointment and indicate the subject/programme preferences for the filling of the post. No appointment shall be made without the express written authority of the Director.

Q24. How would the redeployment of a permanent/CID teacher affect non-permanent teachers?

A. The redeployment of a permanent/CID teacher into a school/VEC could lead to the non-renewal of the teaching contract of a fixed-term teacher. However, permanent/CID teachers may be transferred only into whole or part-time posts which are deemed vacant and to which teachers already in the school or scheme do not have an entitlement by operation of law. It is the view of TUI that some fixed term teachers will, based on their specific contract(s) have a legal entitlement to have their contracts renewed.

Q25. Would a teacher redeployed into a short-term vacancy lose his/her permanent status as a permanent teacher?

A. No. The permanent whole-time status of teachers is not in any way affected. In addition, in the operation of the scheme, the Director will have regard to the practicalities of filling short-term vacancies by redeployment.

Q26. Would the eligibility for a CID of a fixed-term teacher in the fourth consecutive year of employment be negated or otherwise set aside by any necessity to redeploy permanent/CID staff from other schools/centres?

A. The first option which must be exercised by the employer is offering a CID where an existing fixed-term teacher qualifies for such in accordance with the terms of CL 34/09. (However, in order to qualify for a CID there must be no objective grounds set out in the fourth year of the contract, which would prevent such a teacher from being awarded a CID.) This option must be exercised before an employer would submit the vacancy for filling by redeployment.

Q27. What is the method for determining the teacher(s) to be redeployed?

A. A school/VEC would ascertain if an existing member of staff wishes to apply for redeployment on a voluntary basis. A school/VEC would, at the same time, identify a teacher(s) for compulsory redeployment; such a teacher(s) would be redeployed in the event that it does not prove possible to redeploy the teacher(s) who applied on a voluntary basis.

Teachers would be identified for compulsory redeployment on the basis of seniority in the first instance, and the curricular needs of the school. A seniority list of teachers in the school must be drawn up for redeployment purposes. This list must be agreed by management and staff and must be made available to all teaching staff. The school/VEC would form a view as to whether the school/VEC could cope

with the loss of the most junior teacher on the list.

In the event that the school/VEC concludes that it is not possible to cope without the most junior teacher, it will review the position of the second most junior teacher and so forth, in reverse order of seniority, until a nominee whose redeployment can be coped with is identified.

In the event of the nomination for redeployment of a teacher(s) who is not the most junior teacher, the teacher nominated in lieu of such a teacher(s) would be provided with a statement from the school/VEC setting out why, given the curricular needs of the school, s/he was nominated.

It will be open to a nominee for redeployment to write to the Director of the Redeployment Scheme setting out the reasons why s/he considers that the process and procedures of the scheme were not complied with. The Director will then consider these concerns and ascertain whether or not the process and procedures were followed in a correct manner.

Q28. To which types of school may teachers be redeployed?

A. The Redeployment Scheme is a cross-sectoral scheme. However, the Director will, in the first instance and where practicable, assign a teacher in a VEC scheme to a post in the VEC sector and a teacher in a voluntary secondary school will be assigned, in the first instance and where practicable, to a post in that sector.

In the event that, in the opinion of the Director, no post exists in the VEC Sector, the Director will assign the teacher to a post in the Voluntary Secondary School or C&C sector.

Similarly, where in the opinion of the

Director, no post exists in the Voluntary Secondary School sector, a secondary school teacher will be assigned to a post in either the C&C or VEC sector.

Teachers in C&C schools could be assigned to a post in another C&C school, a voluntary secondary school or a VEC school.

Q29. Does the Redeployment Scheme set aside the TUI/IVEA Teacher Transfer Agreement, 1999?

A. No. The Redeployment Scheme provides for the redeployment of a teacher to a new employer. The Teacher Transfer Agreement provides for the internal transfer of a VEC teacher within that VEC, without change of employer.

Q30. Under which circumstances may a redeployment be deferred?

A. Where, on the basis of evidence submitted to the Director to support the opinion of a school/VEC that its surplus position is strictly short-term or transient, the Director may, at his/her discretion, defer a decision in relation to redeployment.

Q31. May a teacher in a school which is not in a surplus position apply to be redeployed to a school outside the 50 kilometre limit from his/her existing school or from his/her place of residence?

A. It is recognised that teachers may wish to transfer on a voluntary basis to another part of the country. It is agreed that discussions will take place in Autumn 2011 with a view to putting a pilot scheme in place to facilitate such requests.

Q32. Does a teacher who is redeployed lose his/her seniority for promotional purposes?

A. No. Reckonable teaching service for promotional purposes in the previous school is transferred to the receiving school and will be reckonable for promotional purposes in the receiving school.

This is subject to one exception, that a teacher being redeployed from a voluntary secondary school to a receiving voluntary secondary school will not transfer reckonable teaching service for promotion purposes.

Q33. What recourse is available to a teacher who has been redeployed to have his/her placement reviewed?

A. The teacher may request the Director to review the redeployment decision by the 31st March following the redeployment. In conducting the review the Director will consider the extent to which the terms of the redeployment scheme were met and will also consider any other relevant factors which are raised. At his/her discretion, the Director may either confirm the original redeployment or put in place a revised redeployment within the terms of the scheme.

For further information please refer to the document on TUI Website "Public Service Agreement 2010-2014 Outcome of Discussions", contact your school representative or Branch Officers or email tui@tui.ie

Public Service Agreement: Third Level

Members' questions answered

CONTRACT REVIEW

Q1. Can the two hours flexibility be used to increase the hours of permanent SLIs/ Ls/ALs and, thereby, to reduce or eliminate the hours of existing fixed term pro-rata or hourly paid lecturers?

No. The agreement states that "it is not the purpose of this proposal that these additional hours will be used as a mechanism for the reduction of the hours of existing staff". The union considers that the agreement does not allow use of two hours flex for that purpose and/or to that effect (even if unintended).

Q2. Can an institute use the two hours flex to increase the hours of lecturers/ALs on permanent whole-time contracts and, as a consequence, reduce the hours and salary of lecturers/ALs on Contracts of Indefinite duration?

No. The union considers that the agreement does not allow use of two hours flex for that purpose and/or to that effect (even if unintended). Moreover, a Contract of Indefinite Duration guarantees a specified level of payment pro-rata a comparable whole-time colleague. In a CID, the level of payment is expressed in term of a fixed number of weekly hours which, as appropriate, translates as a proportion of 16 or 18. If management fails to assign the full complement of weekly hours set out in the CID, the CID holder nonetheless continues to be entitled to salary on the pro-rata basis expressed in the CID. The same is true of a permanent whole-time lecturer/Al who is assigned fewer than 16/18 weekly hours – the drop in hours does not affect her/his entitlement to full salary.

Q3. Do 560 and 630 lecturing hours remain as the annual maxima for Lecturers and Assistant Lecturers, respectively?

Yes.

Q4. Do 16 and 18 lecturing hours remain as the weekly norms for Lecturers and Assistant Lecturers, respectively?

Yes.

Q5. Does 35 weeks remain as the annual maximum number of lecturing weeks?

Yes.

Q6. Does the agreement alter in any respect the 20th June to 1st September holiday period?

No.

Q7. Can an Institute, in addition to applying the two hours flex, subsequently (seek to) increase the number of weeks in its lecturing year by, for example, introducing - and assigning lecturing related to - Employment Activation Measures?

An individual institute can do this at present, subject to compliance with the maximum of 35 weeks, the weekly norm and the maximum annual hours for the grade. An institute's discretion in this regard is entirely unrelated to the agreement.

Q8. Do the previous arrangements in respect of flexibility continue - i.e. plus or minus three hours producing an average within the lecturing year of the institute that does not exceed the weekly norm for the grade?

No. The union's view is that the PSA constitutes a new agreement that supersedes pre-existing agreements. Therefore, the maximum flexibility that can be required of an SLI, a lecturer or assistant lecturer is 2 hours over the weekly norm for the grade (i.e. 16/18). However, there is now no compensation within the lecturing year of the institute by way of flexibility downward from the norm. In effect, a lecturer can be required to lecture for 18 hours and an Assistant Lecturer for 20 hours in each

week of the lecturing year of the particular institute, subject to the aggregated hours not exceeding 560 or 630, respectively.

Q9. Is institute management obliged to timetable all the staff in the affected grades for the two flex hours?

No. The agreement is clear in stating that "individuals in lecturing grades may be required at the discretion of management to flex upwards by up to two lecturing hours above the current norms". The use by management of the flexibility will depend upon timetable requirements, may vary and could involve none, part or all of the flexibility.

Q10. If an SLI/Lecturer/AL is timetabled to deliver all or part of the two flex hours must s/he deliver them?

Yes.

Q11. Can non-lecturing work or attendance – as provided for in the sectoral contracts applicable to the grades – be offset against the two hour flex?

No.

Q12. Could the upward only flex of 2 hours lead to the suppression of a Whole Time Equivalent (WTE) in an institute's allocation were a lecturer to retire and her/his hours to be distributed among 8 of her/his colleagues? Would such a scenario suggest that the agreement could be used by an Institute as a facility to reduce numbers beyond the parameters set out in the Employment Control Framework (ECF), notwithstanding the LRC's assertion to the contrary?

Yes. In this scenario, a post could be suppressed with or without reference to the parameters of the ECF.

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Q13. To defend against such a scenario, does the TUI interpret the agreement as holding that such compacting of hours (resulting in the suppression of a WTE) is not allowed in the case of posts that become vacant due to retirement?

Yes.

Q14. What is the purpose of the review clause?

The union sought inclusion of a review mechanism on the basis that academic staff in Institutes of Technology have weekly lecturing norms and annual maxima that far exceed national and international norms and best practice in Higher Education, that the Department's narrow agenda and demands exacerbate an already unsustainable situation and will, if implemented, significantly damage the IoT sector by severely limiting its capacity to develop and provide programmes at Levels 8, 9 and 10 of the National Framework of Qualifications (NFQ). The union is of the view that a review would provide an opportunity both to undo the sectoral damage inflicted by the Department's demands and to advance the union's case for an appropriate academic contract that is fit for academic purpose, recognises new teaching and learning modalities, takes full and fair account of the wide range of programmes already being provided by institutes and facilitates both further programme development and provision for the growing and increasingly diverse learner cohort in a manner that assures the quality and integrity of teaching, learning and research. In that context the union's principal demand would be for a significant reduction in lecturing hours.

Q15. Will a review not simply provide the Department with an opportunity to make further unwarranted and damaging demands?

The union recognises that review inevitably involves a latent risk. The union will identify and seek to negate any such risk. Even in the absence of a review the Department may make more demands, or solicit other actors to do so, whereas the union requires a clear mechanism such as a review.



QUALITY ASSURANCE

Q16. What changes to the existing Quality Assurance process are contained in the agreement?

Prior to the operation of the agreement the QAI form was in hardcopy only. It was distributed by the lecturer to her/his students who completed it and returned it directly to the lecturer. The completed QAI form was owned by the lecturer. A summary of her/his students' comments was relayed on the QA2 form by the lecturer to her/his Head of Department.

Under the terms of the agreement, the QAI form is to be provided on-line and submitted electronically by the student to the lecturer and "designated management representatives with a role in quality assurance." In such a context, it is the absolute responsibility of management to ensure the security of the form and the information it contains and to ensure that the form and information are available and used solely for the purposes of Quality Assurance as defined by the relevant collective agreement.

Q17. Can the QAI form and/or the information it contains be used for disciplinary purposes?

No. The form and/or information it contains has no purpose beyond Quality Assurance and cannot be used as a pretext for, to initiate or in respect of any part of a disciplinary process.

Q18. Can the QAI form and/or the information it contains be used as a pretext for withdrawal of an increment and/or refusal by institute management to award an increment and/or deferral of award of an increment.

No. Withdrawal of an increment or

refusal to award an increment or deferral of award of an increment are disciplinary sanctions which may result from, and only from, the process set out in the nationally agreed Disciplinary Procedures. The QA process is entirely discrete, has nothing to do with the disciplinary process, is not an alternative disciplinary process and cannot give rise to the imposition of disciplinary sanctions.

ADDITIONAL TIME

Q19. Can the additional time (1 hour per week or part thereof in the case of those with a pro-rata liability) be used for lectures, practicals or tutorials?

No. The additional time can only be used for the purpose of meeting students.

Q20. When can the additional hour be timetabled?

The additional hour can be timetabled only during the normal weeks of lecturing in the particular institute. The timetabling of this hour by management must be reasonable, having regard to the pattern of lecturing hours on the individual lecturer's timetable.

REDEPLOYMENT

Talks in regard to a redeployment protocol have commenced. However, a protocol for members in the Institutes of Technology has not yet been agreed. In these talks, regard will be had to the principles that underpin the existing protocols (for primary and post-primary teachers and for non-academic staff of the Institutes).

The operation of the Employment Control Framework may have the effect of reducing fixed term work in institutes. If Branches become aware that, over and above this direct effect of the ECF, there is any use of the 2 hour flex to reduce or extinguish the hours of non-permanent, fixed-term colleagues, the relevant Area Representative and TUI Head Office should be so informed as a matter of urgency.

Good news for TUI members

As of September 1st 2011 Cornmarket are the newly appointed administrators of the TUI AVC Scheme following the recent tendering of the Scheme. This is good news for TUI members as Cornmarket are committed to providing you with a quality service and excellent benefits throughout the lifetime of your AVC and years beyond it.



What is an Additional Voluntary Contribution (AVC)?

An AVC does what the name implies; it provides you with a way to make additional contributions towards your retirement nest egg. At retirement you're free, subject to the relevant Revenue rules, to use your AVC Investment Account to buy the retirement benefits you want.

Reduction in charges

As part of the tendering process Cornmarket and the TUI secured a significant reduction in the two core charges levied by the insurance companies. The majority of members will see their contribution charge fall by almost 25% to only 3.75% from the 1st September 2011. The Annual Management Charge levied has in the majority of cases been reduced to:

1% on first €40,000
0.75% on next €100,000 of fund
0.50% on any amount over €140,000

The insurance companies will carry out an analysis of members charges. Where it makes financial sense, members will be moved to a new contract or an alternative structure which will give them better value or lower charges. Once the insurance companies have carried out their analysis further details will be made available.

This is really good news and means that members can continue to save for their retirement in the knowledge that they are availing of a highly sophisticated tailored service at extremely competitive rates.

Cornmarket and their Quality service

Cornmarket is one of Ireland's largest brokerages with a customer base of over 100,000 made up exclusively of Public Sector Employees. They administer more

Public Sector AVC Schemes than any other financial institution in Ireland including the AVC Schemes for ASTI, INTO, INMO, AHCPS, etc. They are recognised as the market leader in providing expert advice related to Superannuation/Pensions and Financial Planning.

Commitment to TUI members

As newly appointed administrators Cornmarket are committed to providing a first class service to TUI AVC members and will continue their high level of service in the years ahead. Their experienced customer services team are ready to deal with any queries from AVC members and can be contacted Monday to Friday between 09:00 to 17:30 on (01) 408 4162.

Cornmarket's consultants have been rated time after time as highly professional and knowledgeable. They have a dedicated team to provide advice exclusively to TUI members and will be available to meet with you in your workplace during the day or at home in the evening – anywhere in the country.

Over the coming months (Sept to March) Cornmarket are committed to visiting hundreds of TUI workplaces nationwide. This will allow you the opportunity to talk face to face with a Cornmarket representative and get expert advice whether you are thinking of availing of an AVC or are an existing AVC holder.

From Mid September, Cornmarket will also be endeavouring to contact TUI AVC members by letter and telephone. This will give you the opportunity to set up a meeting for a one-to-one consultation in your home or workplace.

What's covered in the one-to-one consultation?

During your one-to-one consultation, your Cornmarket consultant will carry out a detailed review of your AVC and your overall financial situation. This will be done in the form of a Financial Health Check (FHC).

Your consultant will also provide you with a Personalised Illustration. This will specifically relate to your own personal Superannuated service and any resulting pension/lump sum entitlements etc.

Once your Financial Health Check and Personalised Illustrations are carried out your consultant will then make recommendations to you based on your appetite to risk, investment time frame, financial position, the funds you may be already invested in, years of service, etc.

Depending on your circumstances your consultant may recommend other alternatives like the Notional Service Purchase Scheme (NSP) etc. **To make an appointment for a one-to-one consultation call: (01) 408 4025.**

Cornmarket's Complimentary Retirement Planning Service

At retirement there are some very important decisions you have to make. Making the right financial decisions at retirement is key to your future security. For nearly 40 years Cornmarket have helped thousands of public sector employees plan for a more comfortable retirement and it is with that experience that they have identified 3 stages where their customers require expert advice pre-retirement, at the point of retirement and post-retirement.

The service draws on Cornmarket's extensive experience of retirement planning and covers areas such as:

- Superannuation and AVC entitlements
- Taxes – how to draw down your AVC in the most tax efficient manner
- Social Welfare benefits relating to your pension entitlements or other entitlements you may have from previous service abroad
- Investment options, etc.

At each stage of your retirement you will have the opportunity to meet with a Retirement Planning Consultant. Your meeting will be tailored to your own personal circumstances and you will have the opportunity to get all your questions relating to your finances in retirement answered.

IMPORTANT

TUI members close to retirement

If you have decided to retire before February 2012 it is important that you meet with one of Cornmarket's Retirement Consultants as soon as possible so he/she can assess your current situation and advise you on how to make the best out of your finances before and in retirement. **To set up your complimentary appointment, call: (01) 408 4058.**

Existing TUI Public Sector PRSA clients

Over the course of the coming months Cornmarket will also write to TUI members who currently hold a Public Sector PRSA regarding their options and whether it makes sense to switch to the TUI AVC Scheme which now has more preferential charges.



Existing AVC members

Please bear in mind that as Cornmarket have only just taken over the administration of the Scheme they are in the process of gathering all relevant personal and policy information from the relevant insurance companies. It is important that you fill in the coupon below and return it to: **Cornmarket Group Financial Services Ltd. Christchurch Square, FREEPOST F3976, Dublin 8.** This is to ensure that we have your correct details on file so we can issue you with future correspondence regarding your AVC and your retirement plans.



Full Name (Mrs/Ms/Miss/Mr): _____ Maiden Name (if relevant): _____

Home Address: _____

Payroll No.: _____ PPSN: _____ Date of Birth: _____

Workplace Name: _____

Employer: _____

Is your AVC with (please tick relevant box) **Friends First** or **Irish Life** or **Both**

Data Protection Declaration

I hereby consent to the use and recording of my personal details (contained herein or provided subsequently) by Cornmarket. I understand that the details I have provided will be held on computer, and/or in printed form or otherwise by Cornmarket. I agree that this information may be used in the future to contact me (by mail/email/SMS/telephone) about Cornmarket services which may be of interest to me. I understand that the information provided by me will not be passed on to third parties for the purposes of direct marketing. I also understand that I may at any stage, at no cost, instruct Cornmarket in writing to no longer hold my data for the purpose of sending me such information and that I have a right of access to and the right to rectify the data concerning me held by Cornmarket.

If you do not wish to receive information about preferential Cornmarket deals available to Union members, please tick here

 Signature: _____

Date: _____ / _____ / 20_____

2011 Third World Fund

The TUI's Third World Fund is used to assist educational developmental and Trade Union projects in underdeveloped countries as approved by the Executive Committee from time to time. Money from the fund is distributed at the end of the calendar year on the basis of applications received during the year. The purpose of the fund is to assist the development projects as referred to above.

This year the Third World Fund will have at its disposal an amount in excess of €14,000.

If you have a project which you would like supported with money from the Fund, please make a written submission to Cathy Glavey, Administrative Officer, cglavey@tui.ie before 10th November

2011 outlining details of the project. Applications for moneys from the Third World Fund are only considered at the November meeting of the Finance Sub-Committee each year.

Last year a total of 16 projects received a contribution from the Third World Fund. Examples of some of the of projects contributed to were:

- Funding to help defray the costs of schooling – books, uniforms, equipment etc in the Dogon area in Mali
- Funding for community centre and crèche in Joao Pessa, Brazil
- Funding to develop a library for students in Kapcheplanga secondary school

While the amount for each project is



small, the feedback we get from the various recipients indicates that your funding of these projects makes a significant impact and is greatly appreciated. There is also the added bonus that the money goes directly to the projects concerned.

Have we your correct details?

- **Has your union membership status changed?**
eg from Part-Time to Permanent Whole Time, from Permanent 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?**
eg 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:

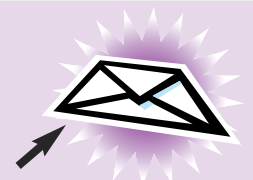
**Dara Blighe, Membership Secretary,
TUI, 73 Orwell Road, Rathgar,
Dublin 6 – dblighe@tui.ie**

DAS forms are available on the TUI website – www.tui.ie They are also available from your School/College Representative, from Head Office and in this issue of TUI News. (page 25)

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

**Help keep our database up to date
Keep us informed!**

tuimail.ie ADDRESSES FOR ALL TUI REPRESENTATIVES:



Chairperson/Secretary/Treasurer/Equality Officer and all Workplace Representatives

Generic email addresses have been provided for all Branch Officers and Workplace Representatives.

The final roll out of the generic email addresses has now taken place with School and College workplace representatives having been issued with their new emails.

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

Unfortunately, there are still a considerable number of workplaces and college departments without named representatives. This places the members working in these areas at a large disadvantage as they will not be kept up to date with Union business. We at Head Office have email addresses ready and waiting to launch for these workplaces/departments but are unable to issue a username and password as we do not have an identified person available.

It is vital that each workplace/department has a named person who will take responsibility for monitoring the email, regardless of whether or not they wish to act as School/College Representative. A name should be sent to reception@tui.ie or advised by telephoning Head Office 01 4922588.

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 will mean a considerable financial saving to the Union.

It is very important, therefore, that Branch Officers and Workplace Representatives check the generic email account allocated to them on a regular basis as correspondence from the Union will no longer be sent by post.

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

Integration of Tipperary Institute into Limerick Institute of Technology

On 1st September, the process of integrating Tipperary Institute into Limerick Institute of Technology, which began almost two years ago, will be legally formalised.

Tipperary Institute, established some 12 years ago as a state limited company, provides third level education at its campuses in Thurles and Clonmel. The TUI represents the academic staff in the Institute.

The McCarthy report recommended the abolition of Tipperary Institute on the basis of low student numbers. The view of the union was that abolition would be unacceptable and that, with more effective and strategic management, there existed the potential significantly to increase student numbers. This view has been vindicated by the experience of the past two years, during which time student numbers have increased significantly.

This increase has coincided with a change of management and a subsequent decision to consider structural linkages between Tipperary and Limerick Institute of Technology.

The TUI engaged in an intensive set of discussions with management of both institutes as part of this overall process of forging linkages.

These discussions were constructive from the outset and were anchored by the establishment of an overarching group consisting of representatives of the union and management. The union representatives included officers from the two branches concerned as well as the relevant Area Representatives and Head Office official.

The discussions were framed by the agreement of government to a five year transitional period in the course of which Tipperary Institute as (part of LIT) would move towards and achieve



sectoral norms in regard to costs, student numbers and contractual arrangements. It was also agreed that, for the purposes of the transitional period, discrete staffing allocations will be provided to the Limerick and Tipperary campuses.

A guiding operational principle agreed by management and the union, in the context of integration, was that the staffing and financial integrity of LIT must be maintained. A priority of the union has been to ensure that no displacement of academic staff in Limerick would result from the integration process. To this end a rigorous process involving LIT management and the union has been engaged in to ensure that the operation of the Employment Control Framework is demonstrably separate from the integration of Tipperary Institute.

A formal agreement between the TUI and Limerick Institute of Technology, signed in November 2010, recognises the guarantees secured in terms of funding and staffing and commits the union and management to achieving full integration of Tipperary Institute into Limerick Institute of Technology in a managed and coherent way and within the defined timeframe, utilising

appropriate structures and normal IR mechanisms to address all relevant issues.

The academic staff in Tipperary Institute previously had the grade and conditions of Programme Specialist. Arising from this agreement and in preparation for integration, they were awarded the IoT sectoral contract. During the transitional period they will continue to work agreed flexibilities that derive from their work as Programme Specialists and contractual commitments associated with Tipperary Institute.

From 1st September, the staff in Thurles and Clonmel will cease to be employees of Tipperary Institute and will become employees of Limerick Institute of Technology. Tipperary Institute will go into voluntary liquidation. While there are undoubtedly challenges to be faced, the TUI is confident that the integration of TI into LIT will create synergies that will contribute to the enhancement of third level provision in the region and nationally.

TUI makes significant progress for AIT lecturers

TUI makes significant progress for AIT lecturers

In June 2011 the Labour Court issued a determination that four members of the union employed in the trades areas in Athlone Institute of Technology (AIT) have contracts of indefinite duration. The union had appealed a Right Commissioner decision to the Court.

The institute, as is its right, has appealed the Labour Court determination to the High Court. Such an appeal can be made only on a point of law. It is hoped that the High Court will hear the appeal without undue delay.

As it had appealed the determination to the High Court, AIT took the view that

the lecturers concerned do not, pending the outcome of the appeal, have CIDs. On that basis, the Institute issued notice to the members that their employment would terminate upon expiry of their “fixed-term” contracts. Had this happened, all of the members would have been out of the employ of AIT by the end of August.

TUI believes that, on the basis of the Labour Court determination and pending the outcome of the High Court appeal, the members currently have CIDs. Lecturers who are permanent by way of a permanent wholetime contract or a contract of indefinite duration have protection against redundancy under the Public Service Agreement. The union, therefore, regarded the threat to

terminate the employment of CID holders in AIT as a breach of the PSA and referred the matter to the dispute resolution process provided for in the agreement. A conciliation conference, facilitated by a senior official of the LRC, was held on 5th August.

The outcome was that the union secured the agreement of institute management and the DES that all of the affected members in AIT will continue to be employed by AIT pending the outcome of the High Court appeal.

A separate legal process engaged in by one of the members (who sought an injunction) had similar effect.

TUI sends unambiguous message to Department

Following a request from the Department of Education and Skills to TUI for its view in relation to proposed reduction in teacher payroll spending, the union responded with an unambiguous message that there is no scope for further reduction in the area.

Highlighting that teacher pay is covered by the Public Service Agreement, union General Secretary Peter MacMenamin wrote that any reduction in teacher numbers by way of changes in the pupil teacher ratio or changes in specific allocation of teachers for particular functions “is not regarded as acceptable by TUI. The prime consideration in this regard is the education of the young people and in particularly seeking to protect the more disadvantaged from the ravages of the current economic situation. The education sector in the view of the TUI cannot afford any such cuts and, as always, were such further cuts to be implemented the impact would be on the more disadvantaged.

Recent figures in relation to the fall in the level of Leaving Certificate Applied is evidence to this effect and was absolutely predicted by TUI some time ago.”

The General Secretary also set out his concern at continued statements by the Minister in relation to the immediate need for change at both Junior Cert and Leaving Cert level.

“While not disagreeing with the Minister’s view that change is desirable, the Union would point out that change, whether it’s in respect of the Junior Cert, the Leaving Cert or such other curricular change, will demand resources and, while the Union does not oppose such change, and the Union wishes that it be clearly understood that it does not oppose such change, the Union does raise the question as to whether, at a time when teacher numbers are threatened, the country can afford to make changes however desirable.”

Finally, it was set out that no payroll reduction is acceptable while funding of privilege continues. “I refer specifically to the continuing availability to fee charging schools of a pupil teacher ratio the same as or close to that ratio available to the most disadvantaged school in the country,” Mr MacMenamin wrote. “The Union reiterates its position that this subsidy should cease and that schools which charge fees should be required to make a return to the Department of Education and Skills from their own resources equivalent to the approved teacher payroll for the school in question.”

It was stated that such a move could see a saving of close to if not the entirety of the €100m per annum subsidy which at present is directed to the more advantaged in society.



MEMBERSHIP APPLICATION FORM

TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRI ÉIREANN

73 ORWELL ROAD, RATHGAR, DUBLIN 6. T: 01 492 2588 F: 01 492 2953 E: tui@tui.ie W: www.tui.ie

PERSONAL DETAILS

Surname _____ First Name(s) _____

Previous surname(s) (if any) _____

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

Home Address _____

Date of Birth _____ Mobile Number _____

E-mail Address _____

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

Degree Subjects _____

Subjects Taught _____

Date of Appointment (Current Employer) _____

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

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

Job-share (half-hours)

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

UNION MEMBERSHIP

Are you at present, or have you previously been a member of the TUI or any other Union? Yes No

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

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

NEW MEMBERS

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

Signature _____ Date _____

Note 1. Once all sections of the application form are fully completed please forward it to your Branch Secretary or to Membership Section, TUI Head Office, 73 Orwell Road, Rathgar, Dublin 6. Applications received in TUI Head Office will be forwarded to the relevant Branch Secretary for Branch approval.

Note 2. Please return a completed DAS form (see page 25) with your application form.

OFFICE USE ONLY

New Member Existing Member

Number _____ Branch _____

www.tui.ie





DEDUCTION AT SOURCE AUTHORISATION FORM

TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRI ÉIREANN

73 ORWELL ROAD, RATHGAR, DUBLIN 6. T: 01 492 2588 F: 01 492 2953 E: tui@tui.ie W: www.tui.ie

PERSONAL DETAILS

Surname in English _____ Surname in Irish _____

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

Home Address _____

School / Institute (name and address) _____

TUI Branch _____

EMPLOYMENT STATUS *(Please tick as appropriate)*

Full hours Job-share

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

DEDUCTIONS

Payroll Number*							
TUI Subscription	€					.	

*Deduction at source cannot be processed without payroll number

AUTHORISATION

I hereby authorise

VEC _____ VEC

ITs _____ Institute of Technology

**C&C _____ TUI to authorise the Department of Education and Skills

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

Signature Date _____ Date _____

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

** The Department of Education and Skills no longer accepts DAS forms and has requested that TUI hold the original forms on behalf of members.

OFFICE USE ONLY

New Member Existing Member

Number _____ Branch _____

www.tui.ie



Pay reduction for new teachers/lecturers

All teachers and lecturers commencing on or after 1st January 2011 have been subjected to a 10% pay cut. In addition, all have commenced on the first point of the salary scale irrespective of their experience. Teachers and lecturers previously in employment but returning to employment are not affected by this and some with recognised service abroad will also escape from this punitive measure.

The Department of Education and Skills initially applied the reduction to the grade of Lecturer. However, it was pointed out by TUI that the Government decision referred to above only refers to recruitment grade and the Union argued that the Lecturer is not a recruitment grade. This has been accepted by the Department and the Union has been advised that the reduction in question will not apply to anything other than

the Assistant Lecturer grade within Institutes of Technology.

When the TUI diary/handbook was being compiled, this confirmation had not been clarified to the union. The projected new entrant salaries contained therein can therefore be disregarded for every third level grade bar Assistant Lecturer. The most up-to-date scales are available on the TUI website www.tui.ie

RMA News

Well here we are again at the start of another academic year. Time flies even for us retired teachers - do we not still see the seasons as when we were teaching? There is a large secondary school beside me. It is partially boarding and I judge the seasons by the absence or presence of students coming and going throughout the year. The real difference for us now is that the consequences for us are nil. We don't have to get up any earlier, we don't have to prepare classes or worry about our timetable or the traffic and of course we don't have to listen to that bell that always seemed to ring so soon after we entered the staffroom for our break. I can't say that we had a good summer. Our October break in Killarney and our Spring break in Donegal in March had better weather than any day we had over the last few months. I had the pleasure of three weeks in Spain - blue skies every day. However, there was a price to pay - my iPhone was stolen in Madrid!

We had a wonderful AGM in Galway at the end of May. It was held in the Ardilaun Hotel on Taylor's Hill near Salthill. We had twice the numbers that we had last year, the hotel was fully booked out and some of our members had to seek alternative accommodation locally. The staff were very friendly and the food was excellent. We were very grateful for the presence of our President Bernie Ruane, our Vice President Denis Magner and also our General Secretary Peter MacMenamin at our AGM and Gala Dinner. The AGM

was a lively affair with much participation by members. As expected, the main issues were the pension situation and the various cuts and levies affecting all our members. In the afternoon a guided tour of the Burren was organised. The guide was Dr Gordon Darcy who is a leading expert on Irish heritage and has published many books and papers on the area including *The Natural History of the Burren*. I cannot tell you much about it as the tour was so popular that the bus was full and I, along with others, had to stay behind. The Gala Dinner was attended by all our guests including representatives of the retired teachers of the ASTI and the INTO and the local TUI Officers. The Charles McCarthy lecture was given by Professor Hubert McDermott, who entertained us with a very witty and stimulating account of the Galway connection between James Joyce and his book *The Dead*. The highlight of the night was a presentation to Terry and Betty Layton of a framed letter and signed photograph of our President Mary McAleese. The President was acknowledging Terry's ninetieth birthday and Terry and Betty's sixtieth wedding anniversary.

We have a new Chairman of the RMA. Frank McCarthy, who had been Chairman for the last two years, did not go forward this year and Jim McCarthy from Navan was elected in his place. Frank was congratulated for his work of the last two years and for his chairing of the AGM in Galway.

The TUI have launched a campaign to recruit new members which involves retired members. Retired members who have volunteered will go to the schools and talk to new teachers and ask them to join the TUI. This campaign is necessary as many schools have dual union membership. All of us can play our part by encouraging new teachers that we know to join the TUI.

I don't like to mention it but you know that the Budget is looming. We are still suffering from last December's Budget and the next one promises to be as tough. You should know that we are working along with others to ensure that although things may not return to where they were that they will not get worse. We are working with the other retired teachers' organisations and with the Retired Workers Committee of ICTU to lobby our case.

Unfortunately I do not have details about our autumn break but I will have them soon and they will be available on the TUI website. Our new Chairman Jim McCarthy will keep the RMA section of the website updated with lots of information for us, so as soon as the details of the break are available they will be on the site, so keep an eye out. Of course the information will also be sent out in the post along with your diary and renewal form.

Christy Conville

TUI in the national media

– a small sample of issues recently addressed by TUI in national media



TUI President Bernie Ruane draws attention to effects of cutbacks on numbers completing Leaving Cert Applied programme

– *Drivetime, RTE, 17/8/11*

Peter MacMenamin corrects misleading information on allowances and examination corrections on *Newstalk's Lunchtime programme* 10/8/11

Bigger classes may reduce subject choice

– *Sunday Business Post 7/8/11*

TUI has already indicated that it would be campaigning strongly against any such proposals, saying it was a retrograde step. Its deputy general secretary Annette Dolan said that ultimately the students would lose out.

"If you increase the pupil teacher ratio even by one, that is not just putting one extra student in the class. What it is doing is cutting the range of subject options, making class sizes bigger, giving less focus and attention to weaker students in the classroom," she said.

Teachers reject pay cut despite class size fears

– *Sunday Times 7/8/11*

"Teachers have already taken pay cuts of up to 20% they can't take any more," Annette Dolan said. "Also, we're tied into the Croke Park agreement, so pay is not an issue. We have been highlighting the €100m the department is giving to private fee-paying schools. If they're looking for savings, that's where they should start."

"This proposed change would have a devastating effect on subject options right across second level schools and also on the choices students have in terms of levels on offer. It may mean dropping physics or maths or not being able to offer subjects at higher level."

– *Annette Dolan, RTE's Drivetime 4/8/11*

Amid controversy about Government plans to increase class size, Peter MacMenamin of the Teachers' Union of Ireland said the education system should "effectively tread water" and abandon plans to introduce expensive programmes.

– *Irish Times 5/8/11*

Writing on the wall for school book reprints

– *Sunday Times 31/7/11*

Annette Dolan, deputy general secretary of the Teachers' Union of Ireland (TUI) said: "There is no need to change a book unless the curriculum changes dramatically."

Get rid of burnt-out teachers, says Quinn

– *Irish Daily Mail 29/7/11*

Mr MacMenamin said Mr Quinn should consider offering teachers a retirement scheme similar to the ones available in other parts of the public service.

"He might examine the options available to the gardai and to psychiatric nurses to retire at a younger age. The present proposals are for later retirement, which will worsen the situation," he said.

New agency Solas welcomed

– *Irish Times 28/7/11*

TUI deputy general secretary Annette Dolan said: "This announcement comes at a critical time for education and training in the country. We welcome the Minister's affirmation that VECs will be ultimately responsible for the delivery to the public of both further education and training services. This proven sector is ideally placed to develop the balanced skill set that the country urgently requires with a wide range of high quality and fully accredited courses."

'Solas has been welcomed by TUI'

– *RTE 27/7/11*

Will Quinn impose sanctions to stop apartheid in schools?

"Clearly, the department does not believe that all schools can be trusted to implement fair admissions policies. And there is good reason to believe this on the basis of its own audit and the "educational apartheid" practised by some fee-paying schools, according to the Teachers' Union of Ireland."

– *Irish Times 26/7/11*

Parents deserve to know their children get treated fairly

– *Irish Examiner analysis 14/6/11*

The Teachers' Union of Ireland, whose second-level members work mostly in vocational schools, repeated its assertion of selective enrolments, claiming the department's inaction has facilitated some schools in flouting education and equality law. "In too many cases where a school is not full, refusals to enrol students are made for spurious reasons where the pupil would not present any health and safety danger to the existing school community," said Peter MacMenamin, TUI general secretary.

TUI subject representatives provided expert daily analysis for the national media throughout State Examinations.

Peter MacMenamin interviewed on *RTE Radio 1's This Week programme* regarding the inequitable continued funding of capital projects in fee paying schools - 15/5/11

Peter MacMenamin interviewed on *RTE Radio 1's Morning Ireland programme* regarding the reskilling/education provisions in Government's jobs initiative announcement 11/5/11 *IPDA News*.



TUI AREA 12 REPRESENTATIVE MARY GERALDINE SHEVLIN PICTURED AT CLIFDEN COMMUNITY SCHOOL WITH MINISTER RUAIRI QUINN ON LEAVING CERTIFICATE RESULTS DAY 17/8/11



Reminder to all Credit Union members

Now that your sons/daughters are preparing to take up the 3rd Level College place that they have been offered or you are preparing to embark on a post graduate course remember your TUI Credit Union is there to assist you with very reasonable interest rate loans.

(Standard Interest Rate is 7.59%APR or Borrowing within Shares Rate is 5.99%APR).

Educational Bursaries for Academic Year 2011 – 2012

closing date Friday 21st October 2011 so get your entry in as quickly as possible. Further details available from tuicreditunion@eircom.net

01 4266060 (from the 01 area)

1850 741 600 (from outside the 01 area)

RESULTS FOR CONFINED MEMBERS MONTHLY DRAW

July

1st Tom Dooley Co Louth	€1,500
2nd Mary Lowry Co Mayo	€1,000
3rd Micheal Flatley Co Dublin	€500

June

1st Denis O'Connor Co Dublin	€1,500
2nd John Evans Dublin	€1,000
3rd Paul McSweeney DIT Dublin	€500

May

1st Pat Courtney Co Longford	€1,500
2nd Micheal O'Ceallaigh Aran Island	€1,000
3rd David Sims Limerick IT	€500



PRINCIPALS AND DEPUTY
PRINCIPALS ASSOCIATION

PDA Annual Conference

The PDA's annual conference takes place between Wednesday 16th and Friday 18th November 2011 at White's Hotel in Wexford.

PDA President Mick Daly will make his keynote address at the event and the conference will also be addressed by IVEA General Secretary Michael Moriarty, TUI General Secretary Peter MacMenamin and TUI President Bernie Ruane.

The full programme of events and an application form can be downloaded from the PDA link accessible from the TUI website's homepage. This section of the website has been revamped is now an important reference point for PDA members.

Hotel Bedroom Reservation Procedure:

Reservation should be made at your earliest convenience directly with the hotel. Please state that you are attending this specific conference.
Contact: Tel: 053 - 9122311 Fax: 053 - 9145000
email: info@whitesofwexford.ie
www.whitesofwexford.ie

Rates:

Double/Twin room bed & breakfast per night - €44.50 per person sharing.
Single room bed & breakfast per night - €79



Online Master of Arts in Teaching & Learning

Now enrolling

Overview

Hibernia College's M.A. in Teaching & Learning provides today's primary and post-primary teachers with the knowledge and skills necessary to deal with current issues in the modern classroom. Specific areas covered include additional learning needs; diversity, development and disadvantage; i-learning and contemporary issues in education.

Delivered by experienced educators with a focus on application in the Irish classroom, the programme provides the tools and knowledge to enable teachers bring the latest innovations and best practice into the class setting. Because the content is based on strategies and techniques (rather than a particular classroom curriculum) graduates from the programme will be able to apply their new skills regardless of the age of the students with whom they work.

The programme consists of 14 modules plus a thesis. Each module represents 5 ECTS credits, is completed online and consists of 10 weeks of downloadable multimedia-enhanced lectures, self directed study and live online tutorials. A unique aspect of this programme is that each module can also be completed as a stand alone continuing professional development course.

Key Facts

- Deals with current issues faced by today's teachers
- Focuses on application in the Irish classroom
- HETAC accredited to Level 9 on the National Framework of Qualifications (www.nfq.ie)
- Delivered by experienced educators
- Modules can be completed as stand alone continuing professional development courses
- Duration: 2 years taught plus thesis
- Relevant for both primary and post-primary teachers
- Now enrolling for October 2011

Hibernia College is a HETAC accredited online college offering quality assured, blended and online education programmes.

For more details or to register for an information webinar please visit: www.hiberniacollege.com/matl



Hibernia College, 2 Clare Street, Dublin 2, Ireland
T: +353 1 6610168
E: academicaffairs@hiberniacollege.net

Aidan Lawless – an appreciation

It is two years since the tragic death of Aidan Lawless. His untimely death in a car accident at the age of fifty three shocked his friends, his teaching colleagues and his students.

Born in Thurles, Aidan attended the local CBS where his father also taught. On being appointed to the South Tipperary VEC, he taught in the Central Technical Institute, Clonmel and later in Comeragh College, Carrick on Suir, teaching maths, Junior Certificate science and Leaving Certificate biology. Aidan was widely respected for his professional approach to both staff and students. He embraced new ideas and developments but always emphasised the basics of his subjects to his students, long before the advent of WSEs, subject inspection and IEPs. Aidan's planning and record keeping were exemplary.



Aidan was a staunch union member who sought equality and fairness for his colleagues. His attention to detail and understanding of the finer points of Memo V7 stood him in good stead in his capacity of branch officer who went on to serve as chair, secretary and treasurer at various times over a twenty-year

period. In branch matters Aidan would pursue an issue doggedly until a satisfactory outcome was achieved.

He was a familiar face at Annual Congress whether it was on the golf course or at many a late night gathering.

Aidan was a great colleague. His sense of fun, good humour and quick wit made him the life and soul of the staff rooms in Clonmel and Carrick on Suir. Although he had retired, Aidan will never be forgotten and a new extension to Comeragh College has been named in his memory.

The huge attendance at Aidan's funeral gave testimony to his great popularity. Our deepest sympathy is extended to Aidan's wife, Kathleen, daughter Rachel and son Aidan.

Ar dheis Dé go raibh a anam.

Jim Hennessy

To a wonderful friend, sportsman, teacher, colleague, husband and father: Jim Hennessy.

In early September 2010 we learned with deep shock sadness and much regret of the untimely passing of Jim Hennessy, former Deputy Principal of Cobh Community College. Jim graduated from college in 1962 and started his teaching career as an Engineering and Technology teacher in September of that year. His first appointment as a teacher was in Mitchelstown where he proved himself to be a loyal friend, a dedicated teacher and sportsman. He later moved to Cobh where he spent the rest of his teaching profession, becoming Deputy Principal of Cobh Community College. His interest in sport was noted by his classmates when they were on their Irish course in Port na Blath, Donegal, when Jim lined out with the locals at a parish sports event and the Cork boy was first to breast the tape.

Jim will be remembered by his former students as a very professional and

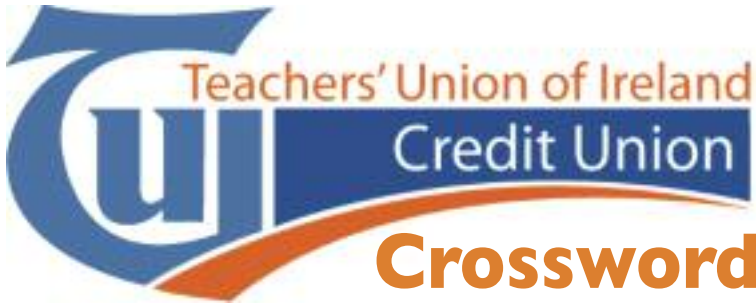


caring person. His interest in sport continued through his teaching career where he spearheaded the inclusion of VEC schools to the All-Ireland Schools and Colleges Athletic competitions. Jim was the one who encouraged all to aim for the highest possible standards in everything they did, whether in school or in sport. He instilled in all his pupils a great sense of belief and pride in their work, and was such a role model in his approach that some of his former pupils became teachers themselves. One former student - now a teacher - remarked that his approach to teaching is modeled on the same style that Jim applied. What was little known about Jim

was his work in supporting those who were experiencing their own difficulties whether in the school setting or while working with local charity groups. He was instrumental in forming the Engineering and Technology Teachers Association ETTA. A former student of his recently remarked: "You don't forget a good teacher." Jim will not be forgotten.

At Cobh Community College a special trophy dedicated to his memory was presented recently to the student who was commended for his work and skill in engineering. The trophy was presented by Jim's wife Mary at the presentation of awards night at the college. Colleagues, friends, pupils past and present came together during the removal into St. Coleman's Cathedral and Requiem Mass to celebrate the life and work of a remarkable person. A large number of colleagues formed a guard of honour as the cortege made its way to the Cathedral.

Frank Donovan and Arthur Keppel.



Crossword

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

Congratulations to

**BRENDAN MCMAHON,
TULLOW COMMUNITY
SCHOOL, CO CARLOW**

May 2011 edition winner

Only one entry per member.
Photocopies can be submitted.

Name _____

Workplace _____

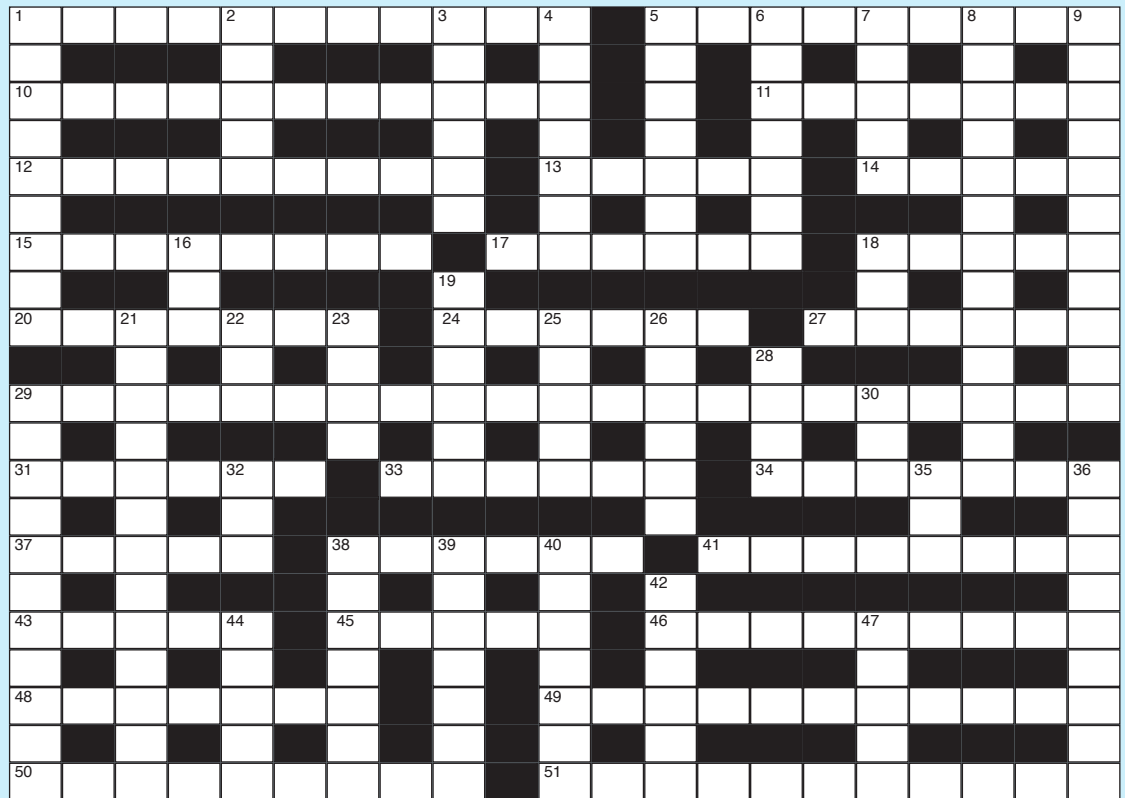
Address _____

Contact number _____

TUI Branch _____

Send entries to TUI Crossword
September '11, TUI, 73 Orwell
Rd, Rathgar, Dublin 6

Closing date for entries:
Friday 30th September



ACROSS

- 1 Mountain peak near Kanturk (5,6)
5 Ferry port in Galway (3,2,4)
10 Causing harm or damage (11)
11 Latin American couples' dance (7)
12 Intended direct recipient of communication (9)
13 Ethnic group of Mesoamerica (5)
14 Popeye ----- - Gene Hackman's character in The French Connection (5)
15 Textile art, woven on a vertical loom (8)
17 Margaret - author of The Handmaid's Tale (6)
18 Stringed instrument (5)
20 Fruit of the rose plant (7)
24 Counting machine (6)
27 First name of TV character 'Blackadder' (6)
29 Person who refuses military service (13,8)
31 Short-sighted (6)
33 Jonjo _____ - Irish National Hunt racehorse trainer and former jockey (1, 5)
34 One who assists the celebrant in the performance of liturgical rites (7)
37 Solid form of resin obtained from pines (5)
38 A person from Troy (6)

41 Mozart's birthplace (8)

- 43 Bob _____ American singer-songwriter (5)
45 Josef _____, Irish tenor (5)
46 Spanish form of William (9)
48 Russia's last imperial dynasty (7)
49 Marked by shame or disgrace. (11)
50 Municipality in the Netherlands (9)
51 Breed of dog with thick coat (11)

DOWN

- 1 Character from Alice in Wonderland (9)
2 Voluntary contribution or as a levy or tax-like payment (5)
3 Slang - addicted to (6)
4 Begin again (7)
5 Italian rice dish (7)
6 Joined together (7)
7 Person of a wandering tribe (5)
8 a type of business that typically carries a high capital cost (capital-intensive), high barriers to entry and low transportability (5,8)
9 Tenant under a lease (11)
16 Female sheep (3)
18 Children's animated TV programme from mid-1970s, (3)

19 _____ House - stately home (6)

- 21 A book of the Old Testament, also known as Canticle of Canticles (4,2,7)
22 Ad ____ - for this (3)
23 Composition in verse (4)
25 Sauce made from garlic, olive oil and egg. (5)
26 _____ K Le Guin, fantasy and science fiction author (6)
28 Famous pop group from Sweden (4)
29 Friendship (11)
30 Rock group famous for Mr Blue Sky (3)
32 Establishments or buildings where travellers can seek lodging and, usually, food and drink (3)
35 Tennis shot (3)
36 To be occupied exclusively; absorbed by (9)
38 Second most populous city in Israel (3,4)
39 Romance language of southern France (7)
40 _____ Ferrera, star of TV's Ugly Betty (7)
42 Beverage made with milk and eggs (6)
44 The Eagle of The _____ - children's book by Rosemary Sutcliff (5)
47 Shane _____ - member of Boyzone (5)

New to Teaching or Lecturing? Protect Your Career – Join TUI Today



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Thinking of retiring?

TUI has experienced a huge increase in queries from members looking for advice on whether they should bring their retirement date forward to 2011/2012 in light of the provision which allows retirement on the pre-cut salary. With a fast approaching deadline, TUI is providing emergency Stay or Go Retirement Workshops to help members make an informed decision.

These workshops will take place nationwide in September and October and will address all aspects of retirement.

Sophisticated software calculators will be available on the day to show you what it means for your income if you retire before or after the end of February 2012. There will also be experts in this area to answer your personal financial queries.

See www.tui.ie for more details