



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

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May 2016

“TUI – a union on the move”



***Full Annual Congress review inside
#tui16***

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ANNUAL CONGRESS 2016



SINCERE THANKS TO CONGRESS ORGANISING COMMITTEE 2016 FOR A JOB VERY WELL DONE. FROM LEFT TO RIGHT: NADIA JOHNSTON, ELEANOR REDDY (CHAIR), ANN MULCAHY, STEPHEN DUNNE, KATE FAHEY, JACQUIE MURPHY AND MAURA COTTRELL.



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TUI PRESIDENT, GERRY QUINN

Dear Colleagues,

While this is the final 'regular' edition of TUI News for the current academic year, you will also receive an important bulletin on our upcoming national ballot shortly. However, given that the subsequent edition will focus solely on those critical issues, I would like to take this opportunity to wish you the very best over the summer break.

Progress on key issues

Once again, in addition to our increasingly demanding jobs as teachers, lecturers and other educators, we have had an eventful year as trade unionists defending both our careers and the public education service. Considerable progress was made on a range of issues.

Our key objectives and central demands were achieved in the successful Junior Cycle campaign. We also established a highly significant precedent on how education reform should be delivered.

Third level members voted strongly for industrial action against the threats contained in the Technological Universities (TU) Bill. The Bill proceeded to Report Stage in the last Dáil. Due to time constraints which were exploited by the union's extensive lobbying and the 123 amendments tabled, Report Stage was not concluded. Our lobbying campaign continues apace,

and a national directive on non-cooperation with merger-related activities has been in place since April 4th.

Engagement with Department – ballot to follow

The Haddington Road Agreement expires at the end of June. At the time of writing, TUI is still engaged in negotiations with the Department. Ballots and full information will follow very shortly. Keep an eye on the TUI website and on any further correspondence.

Annual Congress 2016

Annual Congress has taken place since the last edition. The event was extremely successful in allowing us to assess and reflect upon what has been an intensely busy period for the union and its members and in setting out priorities for the coming months. A full report of decisions taken is carried in this edition. Once again, almost 500 delegates from across the sectors in which TUI represents members sacrificed their spare time to participate. Sincere gratitude is extended to all. However, there is much more to Congress than three days of debate and it would be remiss of me not to pay particular tribute to all members of both the Organising and Standing Orders Committees who worked

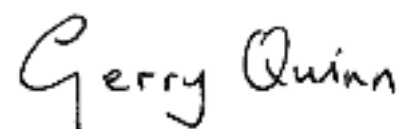
tirelessly for several months to ensure that the event ran smoothly and efficiently in every way.

Maurice Holly and Tom Hunt – our appreciation

It is with great sadness that I draw attention to the passing of two former TUI Presidents. Maurice Holly served as President of the union from 1969-1971 and later as General Secretary, while Tom Hunt served as President of the union between 1981-1983. A tribute to Maurice appears in this TUI News and a tribute to Tom will appear in a later edition. Deepest sympathies are extended to their families, friends and colleagues. We also remember their sterling work on behalf of the union and its members.

Thank you

Finally, while an eventful period is certain before my term of office ceases at the end of June, this will be my last editorial that is not confined to a particular issue. I would like to take this opportunity to thank you, the members, for your support and assistance over my term of office to date. I wish you all the very best.

A handwritten signature in black ink that reads "Gerry Quinn". The signature is written in a cursive, slightly slanted style.

‘The moral imperative for the TUI is to secure parity of payment, to have all teachers paid on the same basis, to end the odious discrimination against those who have recently entered the profession.’

In a wide ranging address to Annual Congress 2016, TUI’s General Secretary John MacGabhann tackled a number of issues relating to education and industrial relations including the campaign for pay equalisation, the funding crisis in Institutes of Technology and the Lansdowne Road Agreement.

The union has been engaged ‘in a number of significant and complementary campaigns’, he said. ‘Our strategy has been consistent and simple. It is based upon doing business robustly and honourably. The TUI will talk, will seek fair and sustainable resolution of issues.’

A selection of some key issues addressed during the address is set out below.

Junior Cycle

In relation to Junior Cycle we sought negotiations, took action to get them and then negotiated effectively. We secured our key objectives - the retention of state certification, external SEC assessment for state certification purposes and appropriate resourcing.

An appreciable collateral benefit of the professional time is that it represents a de facto improvement in the PTR or, put another way, an increase in the teacher allocation nationally of some 800 whole time equivalents. This will assist in increasing the hours of part-time teachers.

Youthreach

We have a mandate from members that we will use appropriately in order to

secure for the sector the respect that it has been long denied. All there – staff and students have, I think, been victims of an unspoken amalgam of elitism and fatalism in official circles that thinks of what Youthreach does as a lost cause, mere displacement activity and certainly as not being in the realm of education. They are wrong.

Institute of Technology funding

The HEA recently attempted to suggest that quality has not yet suffered, implying somehow that these cuts are sustainable - even beneficial - not needing to be reversed. If the HEA believes this, it is away with the pixies. The members of this union know that the service they can offer students is suffering, that the experience of students is diminished and that a critical national resource is being shamefully depleted. They know that current workloads are oppressive and intolerable. The incoming government must, as a priority, address this crisis.

Technological Universities Bill

An incoming government will also need to amend the Technological Universities Bill, some parts of which are unacceptable. This battle is still being fought and the campaign will continue. Our focus has to be the houses of the Oireachtas. We have a clear mandate and our requirements are entirely reasonable. It is interesting to note that the HEA and DES insist that there are no forced mergers and that it is for the institutes to enlist if they choose to do so. The import of this is that we also have to intensify our efforts to influence local management. In this respect, a

directive has issued that prohibits co-operation with merger activities.

Further/Adult Education

The integration of former FÁS personnel into the ETBs required a programme management team and had significant time and attention devoted to it by the DES, SOLAS and the ETBs. This was right and proper. What we now need is a programme to integrate ETB staff into the ETBs – in particular I refer to the forgotten, the beached, those without categorisation, proper pay or conditions in the Further and Adult Education sectors who, almost by definition, serve the most marginalised in the most inhospitable conditions. Government would do well to note that in terms of international comparative studies, Ireland has more cause to be concerned about the results of PIAAC than that of PISA.

New entrants

Lest there is anybody who has not yet heard or understood the core issue, the moral imperative for the TUI, let me remind them. It is to secure parity of payment, to have all teachers paid on the same basis – at the pre-2011 level of payment, to end the odious discrimination against teachers who have entered the profession since 2012. This imperative informs all our actions. It is being pursued at the talks we are currently involved in with the Department. We have consistently raised the issue with our sister teacher unions and with the PSC. We raised it at the talks that led to the Lansdowne Road Agreement (LRA) – where it was



GENERAL SECRETARY JOHN MACGABHANN IS INTERVIEWED BY RTE PRIOR TO HIS ADDRESS

ignored. To a very large extent the failure of the LRA to address this matter was the reason that members of the TUI did not accept that agreement. This discrimination is a direct, knowing, cynical assault on the teaching profession – on the garda, on prison officers and on the fire service as well – by the DPER. It applied an additional and oppressive pay cut to these groups and to these alone. Of all, teachers were worst affected because, due to demographics, there are more of them and the value of their allowances was significant. We estimate the raw loss over a 40 year career to be of the order of €300K.

Separation from Lansdowne Road Agreement (LRA)

An important element of the union's strategic approach has been to maintain a clear separation between issues of key concern and the LRA. This was done in respect of the Junior Cycle and is now being done in relation to the key matters that were the subject of ballot and that are the focus of the current campaign and talks.

The LRA did not address our key concerns. As a consequence it was not accepted. Therefore, at present, we are party to the Haddington Road Agreement but not the Lansdowne Road Agreement. Now we are, as it were, approaching a crossroads.

Addressing key issues

As you know, we are currently engaged in discussions with the Department on the range of issues that were not addressed in the LRA and that were the subject of ballots in December and January and a strike by members at Third Level in February. The ballots were held with a view to securing meaningful engagement about issues such as underfunding, understaffing, excessive workload, casualisation and income poverty and appropriate terms of employment. That initial objective – meaningful engagement – was secured and, as a result, the strike scheduled for 24th February did not proceed. However, it must be noted that the mandate for industrial action remains.

Choice to be made

The engagement with the Department has commenced and is ongoing. Further meetings are scheduled for the weeks following Congress. Every effort will be made by the union to make real progress. If proposals emerge they will be brought back to you, the members, for decision by way of a ballot. The logic of the situation is that were there to be such proposals and were they to be acceptable to members the quid pro quo for the Department would be that the TUI would become party to the LRA.

On the other hand, if proposals do not emerge or if any proposals that may emerge are unacceptable to members, a

ballot for industrial action will be required if the union is to have a mandate to issue directives to cover the post-HRA situation.

The alternative to the current strategy of the union was to do nothing and simply to await expiry of the HRA. However, that seemed to the Executive – and to members if one judges such matters by participation in ballots – not to be what the union should do. Our members have identified serious issues that demand action.

The TUI has been pro-active, has explored and, where possible, exploited the possibilities of the prevailing political environment. We have taken risks, but calculated ones. If they bear fruit so much the better but we believe that, in any event, it is important to seek to make progress, to shape events and not to have them always shape us.

From the perspective of members, we are attempting to provide a real choice by making real progress. One way or the other, the decision will be in your hands.

Higher Education Levy

We know that our low headline rate of corporation tax of 12.5% is not the effective rate. We know that third level education is critically underfunded. Consider who benefits hugely from that education service. Corporations. We are repeatedly told that FDI comes our way in large part because of the rich pool of graduates. Let's ask corporations politely but firmly to contribute modestly – a 1% levy would have yielded almost €400m in 2015.

Teaching Council

The incoming Council will have to contend with weighty issues, none more so than the commencement of Part 5 of the Act – the Investigative and Disciplinary Powers of the Council. The TUI will insist on fair and due process for everybody involved in processes under Part 5. We will not countenance exemplary sanctions designed to slake any perceived thirst for blood. Fairness and proportionality is what all concerned deserve – nothing less.

‘TUI is a trade union on the move – let’s keep it that way.’

Key points of TUI President Gerry Quinn’s address to Annual Congress 2016 in Killarney.

Colleagues, we convene at our Annual Congress having spent a second year in succession campaigning, balloting, threatening and taking industrial action on a number of different fronts. At the end of my address to you at this point last year I said that TUI is a trade union on the move and let’s keep it that way. You and the wider membership have been exemplary in your discipline and determination as we continue to be active and make progress. Our number of members has for the first time ever reached and exceeded 15,000, an achievement which is in no small measure due to the strategic and collective leadership shown by you the Congress delegates. We have made advances in our different campaigns to protect our livelihoods, our profession and public education. We are committed to building on that progress and asserting our rights as teachers, lecturers, other educators and trade unionists. In doing so we are guided by our belief that education is both the soul of society and the engine of the economy.

Junior Cycle campaign

In the Junior Certificate campaign, we achieved our key aims as set out by this Congress. These aims were to oppose school based assessment for Junior Cycle certification. We aimed to retain national certification and the external assessment procedures as organised by the State Examinations Commission (SEC).

In addition, Congress set out the requirement that there be no additional workload for teachers. The Minister and the Department of Education and Skills (DES) agreed to these demands which are enshrined in the negotiated documents. This was done firstly in May of 2015 when the negotiation teams of TUI and ASTI endorsed the document *Junior Cycle Reform Joint Statement on Principles and Implementation* as a basis

for agreement. This document secures a national, SEC externally assessed, Junior Certificate. It also explicitly states that the various workload implications “will have to be accommodated within teacher timetables.” In July, an appendix, *Professional Time To Support Implementation*, was agreed. This appendix makes pioneering provision for Professional Time within teachers’ timetables. In total 22 hours of annual release from class contact time in order to support the implementation of the Junior Cycle. This also has the benefit of creating thousands of additional teaching hours which can augment the teaching contracts of the thousands of teachers on less than 22 hours.

There are additional measures to protect against additional workload. Subsequently in the autumn, TUI members involved with Junior Cycle voted strongly in favour of these documents. Our success in the Junior Cycle campaign was also about how we won the argument, as decided by the jury of public opinion, with regard to what is educationally suitable in the Irish cultural context.

I proposed and insisted on an Implementation Committee as part of the package of measures. This is achieved and will monitor the implementation of the reform and decide on interpretation of issues which arise. Critically, only representatives of the unions and the DES are on this committee. We need to use this committee, which has been established, to ensure that the agreement delivers on its commitments and that there is no additional work. The lessons from the Junior Cycle campaign are the power of united action across teacher trade unions, the tactical use of strike action in combination with effective directives and winning public support with sound educational arguments.

Lansdowne Road Agreement (LRA)

The LRA both extends the timeframe of the HRA until June 2018 and augments its terms by threatening to broaden the parameters for the prohibition of industrial action. However, while it sets out a limited restoration of pay, it disgracefully ignores the many thousands of teachers and lecturers who are exploited and discriminated against in their pay. TUI will not tolerate indifference and inaction on the burning issue of young teachers and lecturers without work or struggling to make a living. We will not tolerate pay discrimination which affects those recruited since 2012. We will not tolerate income poverty. And we will not tolerate the wanton destruction of our profession.

The LRA is also deathly silent on the many other injuries to our members including the unfair and unsustainable workloads of lecturers in the IoTs and the absence of proper contracts and conditions of many who work in Further and Adult education. No intelligent observer of TUI could have been surprised that we voted so overwhelmingly against the LRA.

The union took advantage of the window of opportunity before the General Election and secured meaningful ongoing engagement with the DES on our grievances. These issues and grievances are across all our sectors, from the exclusion of TUI from the decision making structures of SOLAS to the implementation of the Croke Park hours to the exclusion of Youthreach Resource Persons from the benefit in the Ward Report of a CID after two years. These negotiations are ongoing and the outcome will have to be balloted on before long and in advance of the end of this academic year. It will be the decision of our members if this outcome



PRESIDENT GERRY QUINN ADDRESSES CONGRESS

adequately addresses what is so sorely missing from the LRA.

Technological Universities

While the relatively short time period which remained before the dissolution of the Dáil provided enough time for the Technological Universities Bill to pass, this was prevented by the combined efforts of TUI Branches, members and officials and Opposition TDs. TUI lobbied and provided, directly or indirectly, most of the 123 amendments for Opposition education spokesperson and TDs. All of this meant that the bill was not passed by the Dáil before the General Election. In the meantime TUI has balloted and received a strong third level mandate for industrial action to seek national negotiations before there is any further movement on mergers or the Technological Universities Bill. We have issued a directive prohibiting cooperation with mergers and we continue to use our mandate as necessary to oppose any unwanted merger, to oppose any deterioration of members' conditions of service and to oppose the undermining of the position of academics and the provision of regionally balanced and equitable education and training services.

Youthreach

In November we held a successful ballot of Youthreach members against any imposition of additional or inappropriate work arising from the unilateral Youthreach Operator Guidelines.

In April 2015 Guidelines which purported to be final and for implementation were issued to Education and Training Boards. These guidelines contain no evidence of consideration by the DES of the Union's 2010 submission. It is unacceptable that our views are ignored. It is all the more unacceptable that unilateral guidelines can be issued which have the clear potential to increase workload and to create inappropriate work. This is all the more a matter of concern given the hugely challenging circumstances in which our Youthreach colleagues work. They are to be commended and supported for their professionalism and contribution to their students and society, not taken for granted with managerialist dismissiveness. The DES must be made realise that TUI will insist on adequate consultation and negotiation as and where appropriate. We will not allow any of our members be turned into serfs whose function is to follow orders without question.

Further and Adult Education

TUI represents members in the Adult and Further Education sector, a sector which has proven to be hugely successful during its lifetime of about 30 years. Whether it is PLC, VTOS or BTEI, TUI members are in the frontline with work which is of major social, cultural and economic importance. It is vital that teachers and the teaching profession are protected in this sector and by extension the quality of service for the students. Proper teaching contracts

where appropriate and decent contracts and working conditions for all are long overdue. It is vital that education provision remains, that continuity of employment and stability of teaching are maintained and that proper conditions for educators and students are provided by a strong public education system. We have used our ballot for industrial action and the ongoing negotiations to press these issues and to seek direct TUI representation on the Board of SOLAS and the Apprenticeship Council. With regard to apprenticeships, public education management bodies will have to up their game in making submissions to SOLAS.

Pay discrimination

Colleagues, the well-being of our younger members is of particular concern to us and TUI, as I noted earlier, is committed to challenging and correcting discrimination and income poverty. We are also concerned about the future of the teaching profession with regard to those graduates who may have considered a teaching career but have been dissuaded from doing so, not only because of discrimination and casualisation, but also because of the time and financial burden of a two year Professional Masters in Education followed by, on the insistence of the Teaching Council, 300 hours of probated teaching. We are for quality training and probation but we are against disproportionate time and financial demands on already financially stretched students and their parents or guardians.

1916 Centenary

Finally colleagues, much if not all of our work resonates with this the anniversary of the 1916 Rising. The 1916 watershed in Irish history had teachers and trade unionism at the heart of its planning and implementation. The principled idealism of the lost leaders is embodied in the historic and living document which is the Proclamation of the Irish Republic. For us in the TUI our agreed and written objective to develop structures and practices to promote equality and inclusion generally and in particular in the TUI has distinct echoes of the commitment in the proclamation that "The Republic guarantees religious and civil liberty and equal rights and equal opportunities of all its citizens".

TUI 'Ireland 1916' art competition winners

In November 2015, TUI launched an art competition with the theme 'Ireland 1916'. The competition was open to all students in TUI workplaces and entries could be submitted in one of the following formats:

- drawing or painting (any material)
- visual media
- poetry
- short story
- play
- song/ballad

Almost 300 entries to the competition were submitted and a panel of judges

selected the best entry in each of the following categories, along with an overall winner:

- 13-15 years of age
- 16- 18 years of age
- Special category
- Further Education/PLC
- 3rd level colleges
- Adult Education

The winner in each category received a gift voucher for €250 and the overall winner received a voucher for €500.

Some of the winners were able to

attend Congress 2016 at the Gleneagle Hotel, Killarney on Wednesday 30th March 2016 to receive their prizes, and a selection of entries was displayed as part of TUI's 1916 exhibition at Congress.

Not pictured

Chloe Ni Dhocharaigh - Coláiste Ailigh – 13-15 category winner

Caroline Johnstone – Drogheda Institute of Further Education – FE/PLC category winner

Giedre Vilcauskienė – Carlow VTOS – Adult Education category winner



EDITH POOLE – OVERALL WINNER – WHITEHALL COLLEGE



NIAMH HUGHES – CATEGORY: 16-18 YEARS OF AGE – DUNSHAUGLIN COMMUNITY COLLEGE



ZANE SUTRA – CATEGORY: THIRD LEVEL – CARLOW IT



AIDAN COMMINS – SPECIAL CATEGORY – JOHN SULLIVAN CENTRE, CO. KILDARE

Academic gender equality is realistic and achievable

by Dr Joe MacDonagh

In 2015 I was commissioned to report on academic gender inequality in the Institute of Technology (IoT) sector. I presented my report to the 2016 TUI Congress in Killarney and for those who haven't had a chance to read the report I have been asked to summarise its main findings.

Any analysis of IoT management positions shows that there is a gross imbalance in gender representation, with almost all IoTs showing a disproportionately greater representation of men at all management levels. My brief was to suggest ways in which this could be addressed and to do so I interviewed male and female public and private sector lecturers and experts at all organisational levels from educational and non-educational backgrounds, both inside and outside the IoT sector.

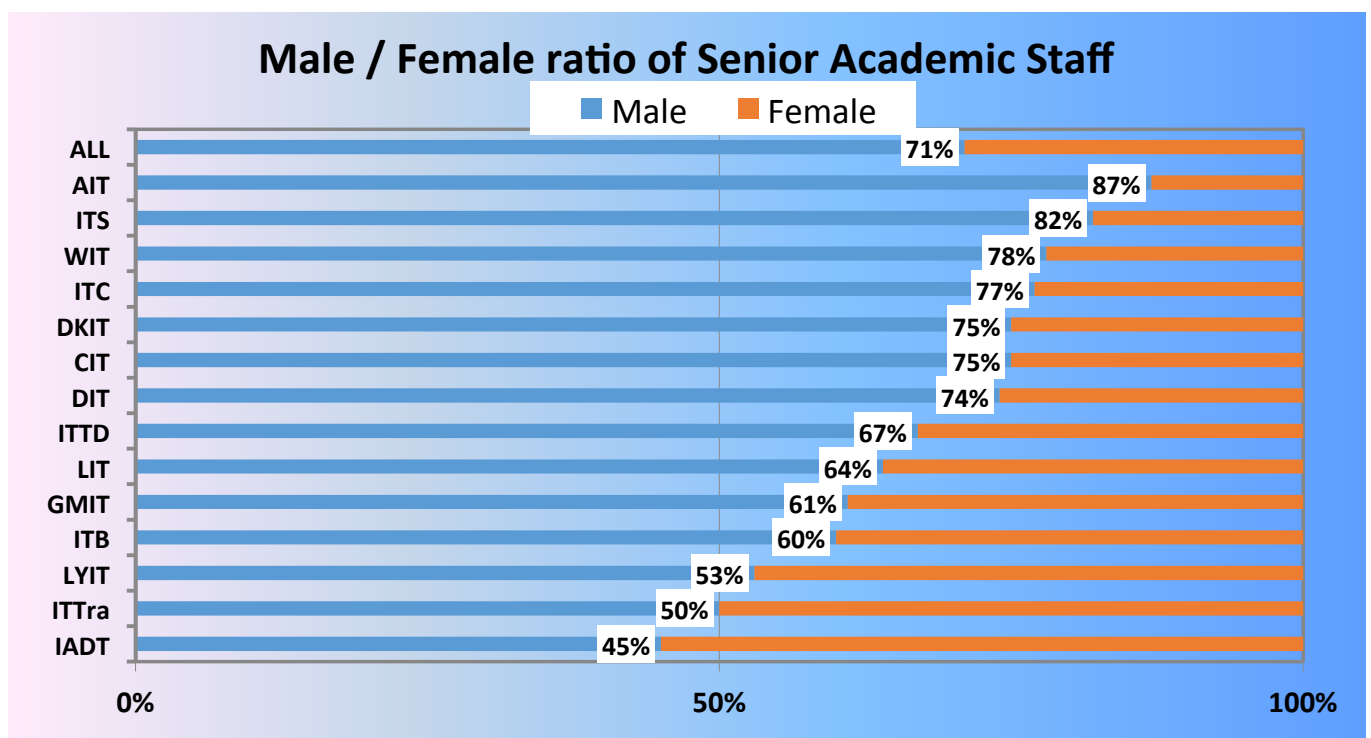
Key to rectifying what is a fundamentally unequal situation at

present is an acceptance by the State, through the Higher Education Authority and the Department of Education and Skills initially, that the present means of recruiting, selecting and promoting lecturers in the IoT sector has produced gender inequality at academic management levels. The State needs to require senior IoT management to change the way it recruits and selects academics as I do not believe there currently is the "level playing field" that many say will, in time, bring about equality. I will briefly summarise the ways in which I believe this situation can be rectified.

In the first instance each IoT should be required to report to the HEA at least each year on the demographic profile of its staff and of those who have applied for employment in that Institute, whether successful or not. This has been in place in other jurisdictions for over twenty years.

In order to facilitate women in reaching higher management positions, current IoT management needs to appoint an equal amount of women to internal and external working groups. This would give women experience of working at strategic levels and will help them in applying for senior positions.

Thus, when women come to apply for promotion, there need to be procedures which are fair and which embody international best practice. Having analysed the current procedures, I do not believe this to be the case. To rectify this I believe there needs to be mandatory interview training in order to combat potential unconscious bias and to train interviewers in modern interview techniques. These need to be supplemented with modern psychometric testing techniques, as used in top performing and diversity inclusive international workplaces.



HEA Data (December 2014) showing the levels of academic gender inequality

Furthermore, the criteria for promotion need to be more gender equal as, at present, they tend to favour those who do not have in-depth family responsibilities. In other words, women need to be given more supports when they have child and family responsibilities and the criteria by which they are assessed for promotion need to emphasise the quality of researching and teaching outputs as well as the quantity, the latter being easier to achieve if someone can spend more time in the workplace.

The workplace is often one which is more attuned to male rather than

female needs so I believe there needs to be greater provision of training for women, provided by the IoTs, to develop professional and managerial competencies. This is common practice in private sector companies in Human Resource Development programmes and there is no reason why courses and training schemes should not be provided in this regard. Male managers frequently get sponsored to attend MBA courses and the like and more female managers should be considered for these.

All this requires greater acceptance by the State and the IoTs that there is a problem and that there is a solution. The

solution will require the State to spend money and require the IoTs to achieve international equality standards, such as the Athena Swan award. I believe the State needs to do so to guarantee the rights of all in the Institute of Technology sector. By doing so it can make this sector fairer and more equal for all concerned.

Dr Joe MacDonagh is a Chartered Psychologist and a former President of the Psychological Society of Ireland.

Former TUI President and General Secretary Maurice Holly – an appreciation

The following text was provided by Sean Cooney, who served as President of TUI between 1967 and 1969.

It was with great sadness that I learned of the passing on Christmas Day of our former TUI President Maurice Holly. Maurice, who proudly hailed from Tarbert in Co Kerry, served as President of the TUI from 1969-1971, directly after my own term. We spent four years on the Executive together, where our friendship developed through our desire to improve the lot of those involved in teaching in Ireland. Following his term as President, Maurice went on to become General Secretary of the union for a period until he went back to the education service as school principal. This was a time of great change as the VECs were being developed and community schools were established requiring large recruitment of teachers, with the resulting increase in Union membership. While this greatly increased

the work of the General Secretary, Maurice was most enthusiastic and energised by this.

Maurice excelled at our executive meetings and was always well briefed on the documents and circulars issued by the Department of Education and on the impacts these would have on teachers. In all his dealings he was courteous and pleasant and, above all, fair.

This work involved a lot of time away from home while both of us had young families at the time. However Maurice's wife Eileen and my own wife Maureen (RIP) also formed a firm friendship which blossomed each year at our Annual Congress. We always looked forward to Congress, especially after we both retired, for our annual get-togethers where we caught up with news of each other's growing family as we became grandparents.



Maurice was a kind and decent gentleman who served our Union well and was highly regarded by all. He was a wonderful family man and his loss will be great to Eileen and his five sons, his grandchildren and great-grandchildren.

Suaimhneas síoraí dá anam uasal.

Survey of teachers on student behaviour/discipline issues in schools

TUI would like to thank the 215 members who spent time completing the online survey on discipline issues in schools. The survey was conducted in late 2015 and the key results are as follows:

- 94% of respondents indicated that their school had a code of behaviour in place.
- 45% indicated that behaviour in their school was good or very good. 30% indicated that it was poor or very poor.
- 49% agreed that they felt supported in managing student behaviour, but 28% disagreed.
- An extraordinary 70% indicated that appropriate training was not available in their school for teachers who might be struggling to manage student behaviour.

- The methods most commonly used by respondents to manage student behaviour were: displaying rules in the classroom, having a system in place to follow through on sanctions, praising good behaviour, having a seating plan.

- The least frequently used methods of managing student behaviour were: detention, removing students from class or sending students to senior staff.

- 65% of respondents rated the training in behaviour management they received in initial teacher education as poor or very poor. It should be noted that 91% of all respondents have been in teaching more than five years so this question may elicit different responses depending on when the respondent completed initial teacher training.

- 68% of respondents have not received any training in behaviour management in the last twelve months.

- In schools which had access to support from the National Behaviour and Support Service (NBSS), respondents expressed a variety of views on how access to NBSS had helped the school. Some respondents indicated that NBSS had made a significant contribution. Other respondents were far more critical of the level of impact achieved.

It is clear from the above that some schools are still experiencing difficulty in relation to student behaviour/discipline issues. These findings will inform TUI's policies as we seek to secure further, targeted resources for schools which require them.

NCCA consultation processes currently ongoing

The NCCA is currently seeking the views of teachers in a number of areas. Those areas are:

- Reporting in Junior Cycle
- Junior Cycle Wellbeing
- Junior Cycle Music
- Junior Cycle Modern Foreign Languages
- Junior Cycle Visual Art (formerly Art, Craft and Design)
- Philosophy short course

TUI strongly recommends that teachers participate in the consultation processes relevant to them.



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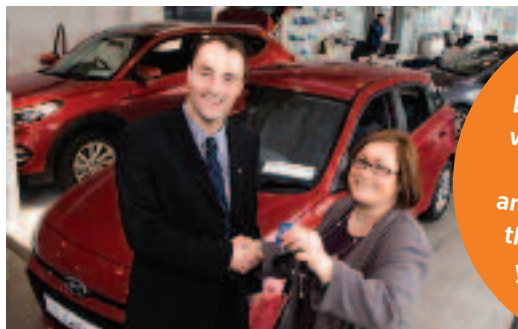
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TUI Congress 2016 – Killarney

The TUI Congress in Killarney this year was a great success. We in TUI Credit Union would like to thank all delegates who took time out from their busy schedule to visit our stand, it was greatly appreciated. We extend the warmest welcome to our new members who joined TUI Credit Union during Congress. Congratulations to Tony Finnerty from Columba College and Alan Thompson from Finn Valley College winners of a Nesspresso coffee machine each in our draw. Congratulations to the organisers and delegates on a very successful Congress overall.



New and recently elected Executive Committee members

With effect from Congress 2016, there are three new members of the TUI Executive Committee. In addition, the Area 5 representative, Don Ryan, was replaced upon his retirement during this academic year.



Area 1

(ETB areas: Wicklow, Kildare, Laois and Carlow):

LIZ FARRELL
(Colaiste Eoin,
Hacketstown, Co. Carlow)
replaces Seamus Burke



Area 5

(ETB areas: Tipperary NR, Clare and Limerick City):

MAURA CARROLL
(Education Unit, Limerick
Prison, Limerick)
replaced Don Ryan in
September 2015



Area 7

(ETB areas: Kerry and Co Limerick):

LEONARD O' DONNELL
(Causeway Comprehensive
School, Causeway, Tralee,
Co. Kerry)
replaces Sean Kennedy



Area 9

(ETB areas: Cork City and Co Cork):

MIKE LYONS
(Kinsale Adult Basic
Education Service, Kinsale
Road Accomodation
Centre, Kinsale Road,
Cork)
replaces Donal McElligott

Sincere thanks are extended to Seamus Burke, Don Ryan, Sean Kennedy and Donal McElligott for their dedication and hard work on behalf of members over the course of their terms on the Executive Committee.

TUI representatives on Teaching Council

Congratulations are extended to **Mairéad Glynn (Community and Comprehensive Schools Sector)** and **Denis Magner (ETB Sector Leinster)**, who were elected to the Teaching Council following an online election that took place between February 22nd and March 9th.

A third TUI-endorsed candidate, **Séamus Ó Fearraigh (ETB Sector Connaught, Munster and Ulster)**, was not opposed and had already been deemed elected.

Separately, TUI was entitled to nominate two representatives to the Teaching Council. These are: **Gerry Quinn, TUI President and Claire Markey, Executive Committee member and Area Representative for Co Dublin and Dun Laoghaire ETB.**

Gerry Quinn will serve as chair of the newly constituted Council. The new term of office began in April.



The Council has 37 members and 22 of these are teachers, 16 elected by teachers and 6 nominated by the teacher unions.



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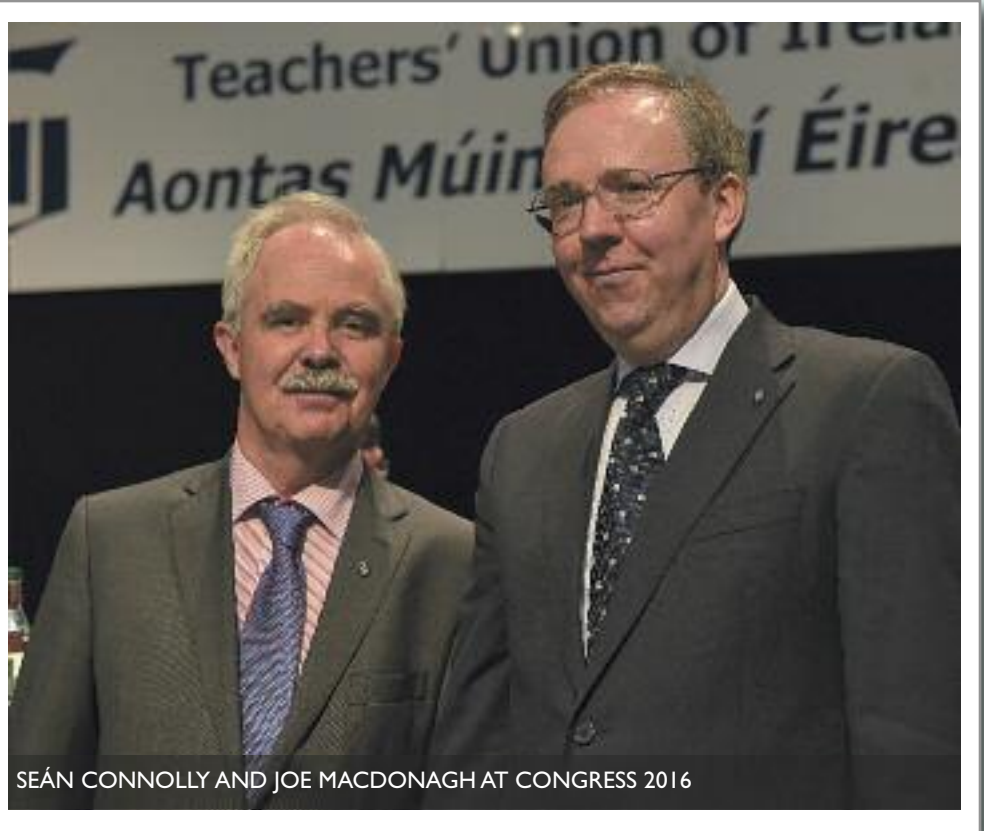
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A fitting 1916 centenary commemoration at Congress 2016

With no Minister for Education and Skills in attendance at Annual Congress this year, Wednesday's keynote address duties were ably assumed by TUI members Seán Connolly (great-grandson of James Connolly) and Joe MacDonagh (grandnephew of Thomas MacDonagh).

In what proved an extremely memorable and appropriate addition to the Annual Congress 2016 programme, both gave unique and compelling reflections on their family histories, the events of 1916 and the current commemorations. It was no surprise that they received standing ovations for their fascinating and moving presentations.

Seán teaches in Rathmines College and Joe lectures in Tallaght Institute of Technology.



SEÁN CONNOLLY AND JOE MACDONAGH AT CONGRESS 2016

Industrial action in relation to concerns regarding proposed Technological Universities Bill 2015

TUI members in the Institute of Technology sector recently voted overwhelmingly for industrial action in relation to concerns regarding mergers at third level.

The ballot was on the following proposition.

“In view of the failure of government to address the deep concerns of members of the TUI in relation to mergers of institutes of technology and the serious implications of such mergers, and in order to secure a negotiated, national resolution of these issues, do you agree to engage in a campaign of industrial action, up to and including strike action, as directed by the Executive Committee.”

Therefore, commencing from 4th April 2016, and until directed otherwise by the Executive Committee, all members of TUI are directed not to cooperate with any merger activities relating to the proposed Technological Universities. This directive includes non-cooperation with:

- arranging and participating in merger-related meetings
- aligning programmes for a merger
- developing new programmes relating to a merger
- developing new research work relating to a merger
- developing new structures, governance and management for a merger

- aligning academic policies and procedures, including marks and standards, for a merger
- developing quality assurance procedures for a merger
- participating in corporate engagement relating to a merger
- promotional activities and/or enrolments relating to a merger
- any administrative tasks related to a merger

Each member of the union in the sector is required to adhere to this directive.

The union is engaged in an on-going campaign to have the Technological Universities Bill 2015 significantly amended.

Annual Congress 2016 Report

RESOLUTIONS CARRIED

A. Conditions of Service - Second Level

1. Co Donegal/ Executive Committee/ Dublin City(x3)

Congress strongly condemns the improper use of resource teaching hours in schools. Congress notes the practice by management in some schools to further disadvantage clearly vulnerable students by diverting resources allocated to support such students away from them and in some cases to substitute for management structures that have been removed from schools. Congress instructs the Executive Committee initiate a campaign that will bring about the correct, ethical and moral use of such resources, along with the restoration of middle management structures in our schools.

Congress further instructs the Executive Committee to support other bodies that are campaigning for the proper and ethical use of resource allocations and bring abuses of such allocations to the attention of the Department of Education and Skills and the NCSE.

6. Co Carlow(x2)/Dublin City/Dublin & Dún Laoghaire

Congress instructs the Executive to demand the restoration of ex quota Guidance Counsellors as a matter of urgency. This would enable vulnerable students especially at level 4 QQI to stay on and progress in education.

10. Co Donegal/Co Laois

Congress notes with concern the increased prevalence and demands for peer observation in our schools and its recommendation on numerous occasions by the inspectorate. Congress instructs the Executive Committee to formulate and to introduce a robust national policy to counter the progression from peer observation to peer evaluation. Furthermore, Congress rejects any notion of T.U.I. members assessing their colleagues whether they are newly qualified teachers or long serving teachers. Congress reaffirms that evaluation of teachers is entirely a matter for the inspectorate.

18. Co Cork

Congress instructs the Executive to ballot members for a mandate to immediately issue a directive that all members cease to deliver Supervision and Substitution hours in the event that agreed Supervision and Substitution payments for teachers are withheld for any reason.

11. Co Laois

Congress calls on the Executive Committee to immediately engage in negotiations with the DES to strive for all teachers to have:

- 22 hour contracts,

- pay based on the common basic scale
- an allowance for post-graduate qualifications
- access to promotional posts
- proper pension provision.

2. Co Cork /Dublin City

Congress demands that the Executive of TUI asks the DES to conduct a national audit of all teaching hours allocated to second level schools and all teaching hours actually used at second level schools and centres to ascertain if there is an unwarranted discrepancy between both figures and to quantify the effect it has on students. TUI members on the ground suspect that resource, learning support and special needs education hours are being used to inappropriately shore up the middle management structures in secondary schools by using these hours.

B. Conditions of Service – Third Level

35. Cork Colleges

Congress instructs the Executive to demand and campaign against deterioration of terms and conditions of members with respect to:

1. Flex hours and workload
2. Restoration of pay
3. The draconian anti-union FEMPI legislation
4. Discriminatory sick leave and sick pay provisions
5. Forced mergers of IoTs and proposed Technological University legislation
6. Pension levy
7. Treatment of researchers
8. Maternity leave.

34. Executive Committee(x2)/IADT Dun Laoghaire/IT Tallaght(x2)/Dundalk IT/ IT Tralee

Congress notes that the Institutes of Technology Sector, as a consequence of the employment control framework from 2009 to 2015, is critically underfunded and understaffed with the result that academic staff have excessive and oppressive workloads and that both the service to students and the capacity to engage in constructive research have been severely impaired. Congress therefore commits the Union to a sustained campaign, including appropriate industrial action, to secure adequate funding and staffing levels and to achieve delivery and workload levels that are aligned to international norms.

27. IADT Dun Laoghaire/IT Tallaght/Executive Committee

Congress notes that one of the foundation documents of the IoT sector, the 1967 Mulcahy Report, states: "We are

concerned that the progress of these Colleges should not be deterred by any artificial limitation of either the scope or the level of their educational achievements". Congress notes that the expertise and hard work of academic staff have transformed the sector in the intervening decades and that university status is an aspiration for some institutes. However, Congress instructs the Executive:

1. To continue to oppose the artificial condition that a merger must take place before an application for technological university status can be made
2. To take action, including industrial action if necessary, to ensure that appropriate consultation and negotiation between management and TUI occurs in relation to any proposals
3. To support branches which oppose ill-considered merger proposals
4. To support branches which take the position that their institute can make a stand-alone application for university or technological university status
5. To protect the regional missions of our institutes
6. To ensure that nationally agreed academic contracts continue to govern the sector.

36. Executive Committee/IT Tallaght (Amended by Dublin Colleges)

Congress notes with extreme disappointment that more new apprenticeship proposals came from the private sector than from the public sector in response to the Apprenticeship Council's call for applications, while only 7 out of 26 proposals classified as Category A were submitted by public sector providers. Congress notes the failure of most Education and Training Boards, and many Institutes of Technology, to secure new apprenticeships which would ensure that education remained a public service. Congress further notes that many private providers have entered into arrangements with Human Resources companies in order to assist in ensuring progression from their education services into the job market. Congress instructs the Executive to engage with public educational management bodies to advise them of the inadequacy of their submissions to SOLAS to date, to engage with management bodies to insist that opportunities to develop public sector provision are not missed and to ensure that future submissions are sufficiently robust to compete with private providers and to seek a fair allocation of Apprentices across all IoTs so that all Institutes retain their capacity to provide apprentice education in the future. Congress condemns the imposition of the student registration charge on apprentices.

37. Limerick Colleges

Congress instructs the Executive to reinforce the work of the Apprenticeship Working Party of the TUI by every means possible, in order to ensure that designated apprenticeship programmes at phase 4 and phase 6 remain with the IoT sector.

25. IT Tallaght /IADT Dun Laoghaire /Executive Committee/Dundalk IT

Congress notes that the so-called flex hours impose higher weekly lecturing hours in IoTs than were in place in



the 1970s when the then RTCs predominantly engaged in leaving certificate, higher certificate, and national diploma courses. The expertise and hard work of academic staff have transformed the sector to the point where honours degrees and higher level qualifications are now central concerns. Congress instructs the Executive that the weekly lecturing load is wholly inappropriate for today's IoTs (even without the flex hours) and to lodge claims and to campaign for weekly lecturing requirements in line with international norms.

28. Cork Colleges

Congress instructs the Executive to resist development of Technological Universities under the currently proposed legislation (Technological Universities Bill 2015) using all means including industrial action.

41. IT Tralee

Congress instructs the Executive to compel the Institute of Technologies through the Department of Education and Skills to sign up to the Code of Practice for the appointments to positions in the Civil Service and Public Service which would engender a higher degree of robustness and transparency in recruitment.

43. Limerick Colleges

Congress instructs the Executive to seek long service increments for those on the lecturer scale and above.

45. Dundalk IT Congress notes the proposals from

the Executive to pursue all outstanding claims of members under LCR 18366. Congress instructs the Executive to refer those cases where management and the official side fail to implement LCR 18366 in full, back to the Labour Court.

29. IT Tallaght

Institutes of Technology serve their regions well by creating educational opportunities for people in local communities, both for school leavers and in terms of life-long learning. The Technological Universities Bill seeks to change the focus of IoTs from education to the training of individuals for the wants of business and enterprise. Congress rejects this ideology and instructs the Executive to campaign vigorously to ensure that the ethos of our

education system remains focused on the well-being of our people and communities and is not cravenly surrendered to self-serving business interests.

31. IT Tallaght/Athlone IT(x2)

Congress notes that the Technological Universities Bill allows individual TUs to develop their own contracts of employment. Congress is gravely concerned that the TU process may undermine the contracts of existing staff and/or impose inferior contracts on future entrants. Congress instructs the Executive to immediately ballot for industrial action up to and including strike action if any attempt is made to introduce non-nationally agreed academic contracts.

Congress further instructs the Executive to ensure that conditions of service for future new entrants to the lecturing profession are not diminished by the mergers of IoTs or the creation of Technological Universities.

32. IT Tralee/Athlone IT

Congress instructs the Executive to ensure that all contracts and conditions of service and superannuation are nationally agreed under the proposed TU structures.

38. Cork Colleges

Congress instructs the Executive to negotiate similar contract provisions and pensions for researchers as those of academic staff.

39. Cork Colleges

Congress instructs the Executive to investigate how Institutes of Technology are dealing with the pension contributions coming from funded research contracts and to conduct a media campaign to highlight this issue.

42. Limerick Colleges

Congress instructs the Executive to seek appropriate arrangements in IoTs which would enable the taking of academic sabbaticals by members in the third level sector.

C. Conditions of Service – General

57. Executive Committee

Congress notes the failure of some employers to issue contracts within the timescales set out in the Terms of Employment (Information) Act, 1994 and instructs the Executive to ensure that all breaches of such timescales are dealt with speedily through the available statutory mechanisms.

49. Executive Committee

Congress calls on the Executive, as a matter of urgency and in line with the relevant Collective Agreements, to seek negotiations for voluntary redeployment schemes for members on a national basis.

52. Co Limerick(X2) /Co. Kerry

Congress instructs the Executive to engage with the DES and DSP to seek changes in the Family Income Support Supplement which requires a minimum of 19 hours per



week in order to qualify. This excludes many TUI members who have less than 19 hours per week.

Furthermore Congress should instruct the Executive to resolve the issues with the DES and DSP with regard to the percentage holiday pay and PRSI affecting teachers' applications for job seekers allowance.

55. Co Offaly (Amended by Dublin C&C)

Congress instructs the Executive to negotiate with the DES for parental leave for teachers to be brought in-line with other areas of the public sector. For example, teachers should be allowed take their parental leave one day per week rather than in weekly blocks.

D. Adult Education

61. Co Cork /Executive Committee

There is no reasonable contract, job description, pay-scale or nationally agreed terms and conditions of work for tutors. In examining the putative nationally agreed "CID" contract for tutors, TUI should reject any attempt to crystallise or enshrine, in a sub-standard contract such as this, the often adverse and very precarious terms and conditions endured by our tutor colleagues to date. Tutors deserve to know what their timetable for the coming academic session is to be and what the hours of work will be on a weekly basis. To award hours in blocks and place multiple and unacceptable conditions on the delivery of these hours is grossly unfair and repugnant to TUI. Congress calls on the Executive to demand that the precarious work of tutors be regulated properly in how contracts and work are assigned to tutors. In this regard Congress instructs the Executive to convene a consultative conference with a view to exploring the most appropriate manner of bringing to an end the offensive practice of engaging workers in such poorly remunerated positions, which carry few of the terms and conditions of service of other education grades.

64. Executive Committee/Co Clare/Co Sligo

Congress notes that the public service moratorium has resulted in an embargo on the replacement and/or



recruitment of staff to vital education grades. These grades are considered (by the Department of Education and Skills) not to be 'frontline'. Congress condemns the failure of the DES to recognise the importance of these grades and to recognise the necessity to fill vacancies in such grades, which include Adult Guidance Co-Ordinator, Adult Guidance Counsellor, Information Officers, Adult Literacy Organiser, Community Education Facilitator and other valuable grades. The TUI contends that these are 'frontline' grades that should never have been subject to a moratorium.

67. Executive Committee

Congress instructs the Executive to engage in a consultation process with representatives of the grades represented by the TUI that are engaged in the Further, Adult and Community Education Sectors with a view to collating, updating and publishing the Union's policies in relation to the development of the sectors.

68. Co Clare

Congress instructs the Executive to demand that DES/ETBs pay Adult Literacy Organisers (ALOs), Community Education Facilitators (CEF) and Back To Education Initiative (BTEI) Coordinators as per Memo 15/2001, not Youthreach Resource Worker pay and conditions.

70. Dublin & Dún Laoghaire

Congress instructs the Executive to negotiate an incremental pay scale for those teaching in the Adult Education sector without a level 8 qualification.

69. Co Clare

Congress requests the Executive to demand that Adult

Literacy Organisers, Community Education Facilitators and Back to Education Coordinators are removed from DES Circular Letter 08/2014 on Revised Annual Leave Arrangements.

E. Casualisation/Part-Time and Fixed Term Members

72. Executive Committee/IADT Dun Laoghaire/ IT Tallaght/ IT Tralee/ Co Leitrim/Co Donegal

Congress condemns the casualisation of the teaching and lecturing professions and instructs the Executive to:

1. Pursue Permanent whole-time appointment as the norm for recruitment in our schools, centres, and institutes;
2. Demand that management be obliged to bring CID holders up to full hours over the next three years and to seek to have future vacancies advertised as full hours augment the contracts of existing part-time staff with additional available hours before any new part-time staff are engaged.
3. Demand the annual publication of a list of employers that have failed to augment the hours of serving teachers/lecturers in advance of advertising vacancies. In this regard Congress calls on the Executive to seek to have the Department of Education actively implement the section of the Ward Circular 24/15 which states: "The Department may audit (or have audited) the practices within schools in relation to the implementation of this circular in relation to best practice, compliance and irregularities."

F. Education

80. Executive Committee/Galway City

Congress asserts that any development of the Leaving Certificate syllabi must not involve a move away from the independent state assessment and certification of the Leaving Certificate Examination that has served the post primary education system well up to now. Congress instructs the Executive to state that the continuation of the current independent status of the Leaving Certificate Examination will not be allowed to be diminished in any restructuring that may be undertaken.

It further instructs that any proposed changes are done in consultation with the unions and teachers as well as being properly piloted before being introduced.

78. IADT Dun Laoghaire/Executive Committee/ IT Tallaght (Amended by Dublin Colleges)

Congress reaffirms that TUI policy is to campaign for properly funded public education which is free for students. In this context, Congress condemns increases in third level fees under the Fine Gael/Labour Government, as well as proposals to increase third level fees even

further and to introduce a student loan scheme. Congress instructs the Executive to oppose all further cuts in education. It further instructs the Executive to launch a campaign of opposition with the support of other unions, parents and students where possible. This campaign is to include a protest strike in opposition to cuts.

81. Co Leitrim

Congress calls on the TUI Executive to oppose the loading of NCCA subject development groups with non-education personnel and to work with other teacher unions so that teacher input is not diluted on such development groups.

79. Dublin City/Waterford City/Galway City

Congress calls on the TUI Executive to work with the other teaching unions to bring the public discourse on education back to the value that education and an educated population brings to Ireland.

Congress commits that the TUI continue to campaign for the development of an education system in Ireland which is free, publicly owned and controlled, non-denominational, non-selective, co-educational and inclusive.



- (iii) pursue greater transparency in appointing senior academics and protect those members who may be subjected to any inappropriate actions by the IOTs when applying for senior academic posts.
- (iv) Conduct an audit of the percentage of males/females at all academic levels in the IoT sector.

G. Equality

90. Co Cork

Congress instructs the Executive to demand that ETBs make available, an adequate and realistic budget for each centre to employ a Counsellor so as to address the mental health requirements of the student body.

86. Dundalk IT (Amended by Dublin Colleges)

In line with TUI's commitment to equality, diversity and inclusiveness Congress instructs the Executive to:

- (i) seek a sector wide action plan to improve gender equality and diversity at senior academic level within the institutes;
- (ii) develop and negotiate the introduction of appropriate structures and interventions to encourage better female participation at senior academic level and



H. Examinations

93. Co Galway/Tipperary NR (Amended Dublin C&C)

This Congress deplores the current changes in pay and conditions for superintendents and Examiners for the State Examinations.

Congress instructs the Executive to make representation to the SEC and the Department in relation to reversing the cuts to pay and allowances that have been introduced over the last number of years by government to those who engage in State Examination Commission activities. A joint approach with the ASTI would also be preferable, though not mandatory.

Congress instructs the Executive to negotiate with the DES, SEC and Department of Finance to achieve an exemption from the new travelling expenses procedure during the summer holidays.

I. Further Education

110. Cork City

Congress notes with deep concern, the continued failure by the Minister for Education and Skills to allow TUI representation on the board of SOLAS. Congress directs the Executive to demand that all stakeholders be represented on the Board and Congress deplores this lack of partnership by the Minister. Congress further instructs the Executive to develop and implement a strategy to bring about this representation.



102. Co Donegal

Congress declares and reaffirms that Education and Training Boards should be the primary provider of Adult & Further Education in the state. Congress deplores the increasing use of private companies to deliver public education. Furthermore, Congress directs the Executive Committee to impress upon the Department of Education and Skills, ETBI and all other relevant bodies that adult and further education be delivered by the public sector grades that TUI represents.

111. Cork City

Congress calls for a stepping up of the campaign to remove the €200 charge for PLC students.

96. Co Louth

Congress condemns the lack of consultation in the Further Education sector and the imposition of greater degrees of bureaucracy and privatisation of provision. Congress instructs the Executive to demand representation, consultation and negotiation protocols with SOLAS and if unsuccessful to ballot for industrial action to achieve these objectives.

J. Health and Safety

116. IT Tallaght/Waterford City/Galway City/Dublin City (Amended by Waterford City)

Congress instructs the Executive to formulate guidelines and to arrange for specialised training for Branch Representatives and Officers to assist members in the operation of the Codes of Practice for dealing with allegations of bullying and harassment. Congress instructs the Executive produce a poster, similar to the – “Don’t Bottle it it’s good to talk” – to draw members attention what bullying is, as it takes many forms, and to highlight the existence of the document Bullying Prevention Policy - Complaint Procedure for ETB Staff.

112. Co Cork /Co Galway/Dundalk IT/Co Kerry (Amended by Cork Colleges)

Congress demands that the Executive of TUI asks the DES to conduct a national audit of all schools and colleges in the state to ensure that they are fire safe and compliant with building regulations and meet all health and safety requirements.

K. Inequality in Salaries of New Entrants

120. Executive Committee/Dublin & Dún Laoghaire/IADT Dun Laoghaire/IT Tallaght/Galway City(2)/Co Carlow

Congress condemns the odious discrimination against recently appointed teachers in relation to their pay and conditions. Congress also notes the extended un-paid training period they undergo and the significant opportunity cost that this represents. Congress confirms that it is the priority of the TUI to achieve equality of treatment and parity of professional esteem for all teachers and lecturers; to secure application to all of the salary structure that applies to pre-2011 entrants; to protect the quality of the public education system by maintaining its capacity to attract entrants of the highest calibre. Congress reaffirms that differentiated, inferior pay-scales for new and recent entrants are repugnant to TUI and instructs the Executive to continue to campaign and to lodge claims in support of equal pay for equal work.

L. Junior Cycle

127. Executive Committee/ Co Mayo

Congress notes the success of the Junior Cycle campaign and, in particular, the fact that it will lead to an increase in staffing in order to compensate for the reduction in class contact time, and the provision of professional time, for teachers of Junior Cycle students. Congress instructs the Executive to ensure, nationally and locally, that allocation assigned to schools to compensate such reduction will, in the first instance, be used to further our campaign against casualised work and increase the hours of part-time CID holders.

133. Co Galway

Congress calls on the Minister for Education and Skills, to specifically clarify the benefits of a common grading system in the restructured Junior Cycle. Furthermore, Congress seeks clarification on the progression to Senior Cycle, where there is a completely different system in operation, as opposed to the outgoing system where there is cohesion, with a minimum of higher and ordinary level choices in each subject. While the proposed system alleviates pressure in the short term, students will then be somewhat ill-equipped to deal with the increased pressures and choices associated with Senior Cycle.



I28. Co Laois

Congress congratulates the leadership of TUI in its negotiations which brought about the reversal of the former proposals for the new Junior Certificate. Congress now calls on the Executive to negotiate a sizeable improvement in the pupil-teacher ratio and substantial resources to coincide with the implementation of the new Junior Cycle.

M. Miscellaneous

I43. Galway City

Congress instructs the Executive to demand a cessation of the moratorium of administration staff in schools which is impinging on the ability of teachers to do their job effectively.

I38. Executive Committee (Amended by Dublin Colleges)

Congress restates the Union's opposition to the proposed TTIP and CETA trade deals on the basis that they will fundamentally damage democratic process, disable sovereign decision making by an Irish Government, especially in regulatory matters, and will lead to incremental privatisation of education services, thereby undermining the social contract. Congress calls on the Union to engage in intensive lobbying through organisations to which the Union is affiliated to prevent conclusion of these deals. TTIP will, through the use of ISDS (Investor-State Disputes Settlement) private courts, be used to give private corporations huge power over European governments. ISDS courts have already fined Egypt for raising the minimum wage, are being used to batter the Australian Government for their plain-paper packaging of cigarettes. The agreement, currently being negotiated in conditions of strict secrecy between the EU Commission and the USA, will be used to prise open all areas of the public sector to private ownership and

competition. This conference calls on the Executive Committee to totally oppose the negotiation of this anti-democratic agreement and to put forward a motion to the Bi-Annual Conference of the ICTU to ensure the Irish Trade Union movement tackles this agreement with one voice and with one objective - to put a stop to the negotiations.

I40. Galway City

Congress instructs the Executive to publicly support the abolition of government water charges at the earliest possible date and to acknowledge the hardship caused to households because of the imposition of such charges.

N. Occupational Health

I44. Cork City(x2)/Co Donegal/Co Cork

Congress instructs the Executive to negotiate with the DES to establish that sick-leave entitlements of a teacher remain unaffected where an injury is sustained in the workplace and/or while they were carrying out their duties as part of any school related activity.

I45. Cork City/Co Laois/Co Mayo

Congress instructs that the Executive negotiates with other public service unions within the ICTU and the relative parties to secure changes to the current public sick leave provisions, in order that any pregnancy related sick leave of a public service employee will not be counted against their sick leave entitlements.

O. Organisation

I51. Galway City/Executive Committee (x2)

Congress instructs the Executive to review and put into place efficient and up-to-date systems for dealing with membership, arrears and payment of subscriptions – including payment by Direct Debit as in other Trade Unions.

Congress further instructs the Executive to establish a mechanism to ensure that members who are paying the wrong subscription or have fallen into arrears should be notified of such within a six week period.

I57. Co Meath/Executive Committee/Donegal Colleges/Co Donegal

Congress demands that the Executive as a matter of urgency offers appropriate national, local or online training to all school reps and branch officers, who often need guidance in their role and in the work of the Union, before the end of 2017.

I61. Executive Committee/IT Tralee/Dublin City

Congress instructs the Executive to move forward quickly with the launch of an electronic management system for TUI. This system will provide members with up to date

information on cases in the WRC and status of motions passed by Congress. This management system will have a data-bank of previous cases with personal details removed, for reference purposes. Furthermore this development will improve membership and subscription systems.

168. Executive Committee (Amended by Dublin Colleges)

Congress instructs the Executive to review the Income Continuance Scheme with a view to ensuring that members who are currently availing of the scheme do not have to undergo the excessively frequent reviews that are currently happening over the ten year review period, which itself requires to be shortened and that subscription to the scheme is facilitated through deduction at source (DAS).

149. Galway City/Birr Gallen

Congress instructs the Executive to reduce the cost of TUI membership to take into account the continuing financial difficulties faced by members and to encourage new members and not just new entrants to join. This reduction should match the subscriptions paid in other teaching unions.



P. Pay/National Agreements

195. Executive Committee/IADT Dun Laoghaire/Limerick Colleges/IT Tallaght

Congress condemns the passing of the FEMPI Act, 2015 – the sixth piece of Financial Emergency Measures legislation, since 2008, at the same time as passing an election-focused giveaway Budget 2016 (which included significant benefits for the wealthiest in Irish society). This hypocrisy illustrates a contempt for public sector workers. Congress demands that the Government repeals all aspects of the FEMPI legislation, and further demands that any future attempt by the government to impose unilateral changes to the pay and working conditions of members be vigorously opposed and rejected by the TUI. Congress further instructs the Executive to seek to enlist the support of other Unions, of the ICTU, and explore all appropriate legal avenues available.

201. Co Meath/Co Donegal/Co Galway/Co Louth/Co Cork/Co Carlow/Dublin City

Congress urges that the TUI seek to ensure that in any final agreement made in relation to the Lansdowne Road proposals or any follow up agreement that the extra working hours (33/44hrs) that were agreed to as part of the Croke Park and Haddington Road Agreements will be ended.

199. Dublin City (Amended by Cork Colleges)

Congress demands that the Minister for Public Expenditure and Reform immediately withdraws his threat to freeze the increments of TUI members and other public sector workers in July 2016. Congress believes it is unjust, undemocratic and anti-worker for this government to use so-called financial emergency legislation to force this union, or any other union, to accept the Lansdowne Road Agreement. Congress demands that the government honours the terms of the Haddington Road Agreement including paying Supervision and Substitution during the school year 2016-17 as agreed under HRA. Congress calls



on the Executive of TUI to insist that all threats of coercive pay cuts be removed and that payment of S&S be guaranteed without further delay. If an assurance in writing that the terms of HRA will be honoured is not forthcoming then this union must cease complying with the additional hours under the terms of HRA.

Congress further calls on the Executive to insist that the ICTU fully supports this union, and other unions, in their defence of their members.

Congress calls on the ICTU to defend the rights of all workers and specifically to defend the rights of public sector workers who are now under attack from the government. Congress calls on the Executive of the TUI to demand in the strongest possible terms that the ICTU abandon its support for the government and instead implement resolution 36 as agreed at the Delegate Conference 2015.

209. Co Offaly/IT Tallaght/IADT Dun Laoghaire/ Co Kerry/Dublin City/Cork Colleges/ Co Donegal

Congress instructs the Executive to negotiate that the Public Service Pension Reduction on public service pensions be removed immediately to comply with criteria of non-discrimination and proportionality in respect of all citizens.



pension, despite contributions by teachers for ten years. This Congress demands that the monetary contribution for those teachers, who in good faith joined the scheme, be honoured as additional pension entitlement as intended and that the Executive Committee meet with the DES to ensure the terms of the initial agreement are honoured irrespective of any further pay agreement.

Congress further instructs the executive to negotiate with the DES to ensure that teachers who retire between 30/06/2015 and 20/07/2018 be fully recognised and financially compensated in respect of Supervision and Substitution for pension purposes.

Q. Pensions

217. Executive Committee/IADT Dun Laoghaire/IT Tallaght/Dublin City/Co Meath

Retired members of this Union have dedicated their lives to the education of today's society. We are all the product of the efforts of our retired teachers and this Congress demands the restoration of the link between pay and pensions. Congress instructs the Executive that the link between pension and the salary of the serving grade should be restored and further instructs the Executive to campaign and to lodge claims to this end.

Congress further instructs the Executive to consult with other teacher unions to co-ordinate a joint campaign in this regard as it is in the interest of all serving teachers.

218. Executive Committee

TUI Congress notes that the introduction of the career average single pension scheme represents a very significant deterioration in the terms and conditions of service for recent entrants to the teaching profession and determines that, as part of its campaign against discriminatory and punitive measures imposed on younger members of the profession, the Union should, in co-operation with other public service unions, campaign for restoration of the occupational pension schemes that linked pension to the serving grade.

222. Tipperary NR/Cork City

Teachers who opted to contribute to the pension element associated with the S&S scheme up to July 2013, now fully realise that the DES do not intend to honour payment of

220. Executive Committee

Congress condemns the Government's failure to rescind the Public Service Pension Reduction (PSPR), a levy that punishes retired members of this Union, and of the public sector unions. Congress instructs the Executive to take every measure available, including enhancing support for the Alliance of Retired Public Servants, to ensure that the PSPR is eradicated for all retired public servants.

R. Posts of Responsibility

227. Executive Committee/Co Clare/Co Cavan/ Cork City/Co Monaghan/Co Mayo/ Co Carlow

Congress deplores the continuing failure of the Department of Education and Skills to address the crisis in schools caused by the suppression of Posts of Responsibility. Congress further notes the absence of clear career opportunities (owing to the moratorium), the impoverishment of the teacher experience and consequential damage to management capacity within schools. Congress instructs the Executive to ensure adherence to the directive on Posts of Responsibility and to co-ordinate with the ASTI in this regard where appropriate. Congress also instructs the Executive, to develop a comprehensive claim for the restoration for the Posts of Responsibility, also in cooperation with the ASTI.

229. Executive Committee

Congress notes that the moratorium on Posts of Responsibility has had the effect of removing co-ordination of the delivery of Special Educational Needs (SENs) from the schedule of posts in some schools. Congress further notes that the new allocation model, proposed by the NCSE and being piloted in a number of schools, will increase the accountability of schools in the allocation of resource hours. Congress instructs the Executive to engage with the Department of Education and Skills with a view to restoring the allowance for teachers qualified in the teaching of students with SENs in advance of engaging in a national roll-out of the new allocation model. Congress further instructs the Executive to take appropriate action if the allocation model is introduced without appropriate resources.

235. Co Carlow

Congress instructs the Executive to negotiate a specific post of responsibility, outside the standing post arrangements, for the collation of the information required by the SEC for the new Junior Cycle.

230. Co Cork/Cork City

Congress calls on the Executive to demand that an additional Non-transferable Assistant Principal post be automatically created in schools that have an Autism unit. Teachers carrying out the duties of ASD Co-ordinator (or equivalent role) should then fall in under the current directive on Posts of Responsibility and cease to act into this unrecognised and unremunerated role from August 2016 onwards. This would allow schools adequate time to make alternative arrangements for the 2016/17 school-year.

S. Professional Development

238. Executive Committee/Co Carlow

Teachers, as a matter of professional practice, constantly investigate the usefulness of new methodologies and seek, routinely, to enhance teaching practices. Congress is concerned that the Teaching Council might adopt a restricted interpretation of the variety and types of activities that properly constitute continuous professional development. Congress instructs the Executive to oppose a view of professional development that is narrow and limiting and instructs the Executive to develop a comprehensive and appropriate working definition of continuous professional development. Congress instructs the Executive to develop a policy regarding online CPD.

241. Cork City

Congress instructs the Executive to negotiate with the DES, SOLAS, QQI and other stakeholders to produce a policy to ensure equal opportunity to all teachers in accessing CPD and other training courses.



T. Rules

245. Executive Committee (Amended by Executive Committee)

Amend Rule 17 (i) by changing "...fourteen (14) weeks before Easter" to "before 5.00 p.m. on 18th December preceding Congress".

Rule now to read

17. (i) All motions of Branches, the Executive Committee or the Security Fund Committee shall be submitted to the General Secretary before 5.00 p.m. on 18th December preceding Congress. The motions will then be submitted to the Standing Orders Committee for coordination where possible.
- (ii) Any motions and/or amendments deemed by the Standing Orders Committee not to be in conformity with any existing section of the Rule Book shall be sent back to the Branch with advice as to how it should be amended. The decision that a motion or an amendment is not in conformity with an existing section of the Rule Book may be appealed to the Executive Committee. Such an appeal to be made within 1 week of the notification of the decision to the Branch.

244. Executive Committee

Amend the third sentence of Rule 91 to read 'Where a member signs and submits a Deduction at Source form, and their application for membership has been accepted by a Branch, a leeway of three months shall be granted in order for the Deduction at Source to come through, during which time no arrears shall accumulate and the member shall be deemed to be a fully in-benefit member'.

243. Executive Committee (Amended by Co. Sligo)

Amend Rule 79 as follows:

An applicant for membership shall complete an application form (either in hard copy or online) and forward it to TUI Head Office. The applicant's application will be processed and notice will be sent to the Branch Secretary and Branch Treasurer that the applicant has been accepted as a member, subject to the ratification of the Branch Committee. The branch may ratify the membership or reject it. In the case of rejection, the Branch Committee



must notify TUI Head Office and the member of such rejection, accompanied by the rationale for same, within 6 working weeks of receipt of the applicant's details by the Branch Secretary and Branch Treasurer. In the event that the Membership Secretary is advised that the member is rejected by the branch, the applicant will be so advised and may appeal the decision to the Executive Committee within a period of six working weeks from notification of rejection. In the event that TUI Head Office is not advised of rejection of the applicant within 6 working weeks of issuing the member's details to the Branch Secretary and Branch Treasurer, the member will be deemed ratified as a member of the Union. The applicant will be considered an in-benefit member, subject to paying the appropriate subscription, pending the outcome of the ratification process.

U. Teaching Council

267. Executive Committee

Congress notes with grave concern the difficulties that have arisen due to the introduction of 2-year Professional Master in Education programme. The difficulties relate, in particular, to the increased opportunity cost for those entering teaching and the additional administrative and organisational burden imposed on schools as a result of having to accommodate larger numbers of student teachers on placement.

Congress also notes unresolved issues arising from the Droichead pilot programme for newly qualified teachers in relation to:

- portfolios, administration, timetabling and timing
- the emergence of unacceptable practices of peer evaluation in some schools.

In this context also, Congress deplores the failure, to date, of the Teaching Council to guarantee access for newly qualified teachers to the 300 hours necessary for full registration. In this regard Congress notes that, typically, a newly qualified teacher will already have undertaken either 6 years (in the consecutive model) or 5 years (in the

concurrent model) of education and training (unpaid) before acquiring NQT status.

Noting that Droichead has, to date, been a pilot programme, Congress objects to the expansion or national roll-out of Droichead without prior consultation and agreement in regard to its structure and terms with the teacher unions.

Congress instructs the Executive to make urgent representations to the Teaching Council, jointly with the other teacher unions, to have the issues of concern satisfactorily addressed before any further roll-out of Droichead.

271. Tipperary NR

New Proposed requirements for Mandatory Annual CPD in the Draft National Framework (Cosán) by the Teaching Council as a condition for registration to teach in the future, is a massive alteration on teaching conditions of service for both existing teachers and new qualified teachers entering the profession. Any proposal or requirement of CPD as a condition to register must be firstly negotiated by Teacher Union. This Congress calls on the Executive committee to establish a policy setting out clear guideline regarding on going CPD and instruct our representatives on the Teacher Council to be bound by and follow this policy, in order that this Union and its members have a direct input into future conditions for teachers.

V. Union Co-operation

There were no motions carried in this section.

W. Youthreach

284. Co Mayo/Galway City/Dublin & Dún Laoghaire/Co Louth/Executive Committee/Dublin City

Congress seeks the restructuring of Youthreach staff to align their terms and conditions of employment to those of teachers and principals in mainstream education. Congress calls on the Executive Committee, as the sole representation for members in this area, to vigorously campaign to the Department of Education and Skills to gain equal status for our members employed in Youthreach centres, so as to reflect all the other sectors of education.

286. Limerick City/Dublin City

Congress instructs the Executive to demand the redrafting of the Youthreach Operational Guidelines in consultation with Youthreach staff nationwide. Furthermore the TUI should confront the DES on their lack of consultation in the past and their divisive industrial relations policy in Youthreach through cleverly worded staff contracts.

289. Co Cork /Cork City

Congress instructs the Executive, to demand, as a matter of urgency, that staff and students of Youthreach nationally have access to safe premises that are fit for purpose and adheres to current health and safety legislation. This is not currently the case and compromises the health and safety of staff and students alike.

293. Limerick City

Congress instructs the Executive to demand that those qualified under the Teaching Council Act 2001 who work in Youthreach Centres as Resource Persons and Coordinators have their teaching service in Youthreach in these roles fully reckonable for incremental credit purposes.

302. Dublin City

The Youthreach Consultation Conference organised by the TUI National Executive last September 2015 in Bloomfield House Hotel allowed a network of Youthreach Centres to come together and outline our collective demand for equality. For 25 years members, teaching recognised subjects, who are recognised by the Teaching Council, are working as co-ordinator/resource or at a part time level have campaigned for the same pay and conditions as other second-level teachers and principals. Congress instructs the National Executive to organise a follow up Youthreach Consultation Conference before the end of June 2016 in order to report back on the progress made in achieving the objectives set out at the first Youthreach Consultation Conference.

EMERGENCY MOTION CARRIED

EMERGENCY MOTION NO. 1

Dublin C&C / Executive Committee / Co. Mayo / Galway-Mayo IT / Co. Roscommon / Co. Limerick / Waterford City / IT Tallaght / Co. Kilkenny / Boyne Area C&C / Dundalk IT

Congress calls on the Executive Committee to set up a sub-committee (of TUI Executive and non-Executive members) with the brief to propose procedures to be adhered to in relation to 'Digital Communication' (i.e. email, texting, VOIP) between Teachers and Management and also between Teachers and Parents and Guardians.

MOTIONS REFERRED

9. Co Monaghan/Co Meath

Congress calls on the Executive, as a matter of urgency and in line with the Croke Park Agreement, to allow TUI officials to negotiate for a voluntary transfer scheme for teachers on a national basis where a teacher who wishes to move from one part of the country to another part of the country may do so - without any break in service, without any change to their permanent or CID contract and without any loss of posts of responsibility. This should

take place before any compulsory transfers. This would give teachers similar rights as Civil Servants.

RESULT Referred

30. IT Tallaght(x3)/IT Tralee

Congress instructs the Executive to immediately ballot for industrial action up to and including strike action if the Minister issues an order to dissolve or merge any Institute(s) of Technology before TUI has been given the opportunity to negotiate fully on behalf of its members and to confirm by ballot that TUI members in each individual IoT of the merger consortium support the proposal as negotiated.

Congress further instructs the Executive to protect staff from any possible forced reassignment or redeployment which might occur as a result of the merger of Institutes of Technology and or establishment of Technological Universities.

Amendment Dublin Colleges

Add at end: And demand that any merger of IoTs will not diminish the existing conditions of service of members and that any changes in the existing conditions can only be finalised by means of a ballot of members in the 3rd level sector.

RESULT Referred

44. Cork Colleges

Currently third level Executive members have CAC meetings in Dublin on Wednesdays and Executive meetings on Fridays. Typically they arrange their teaching so as to be free on these days and hence they attend many other TUI events and meetings on these days. This often necessitates travelling to Dublin twice in a single week. This makes membership of the Executive unattractive for many members in particular those with family commitments. Congress instructs the Executive to arrange that Colleges Advisory Council meetings and Executive meetings normally be held on days of the week that are consecutive from September 2016 onwards.

RESULT Referred

33. IT Tallaght

Congress notes that the Technological Universities Bill seeks to alter the configuration of Academic Council raising the prospect of non-employees of Institutes becoming members. Congress instructs the Executive that section 28 of the TU Bill is not acceptable and TUI will withdraw from all TU consultation/negotiation unless amendments to this section protect the independence and function of Academic Council.

RESULT Referred

109. Cork City

Congress condemns the Executive for failing to deliver the detailed policy of union strategy regarding the future development of the FE sector in the context of the role that will be played by SOLAS and the merger of FÁS into the ETB structure. Such a policy was called for within a nine month period by motion 161 of congress 2014. Congress demands that this policy be put in place and published without further delay.

RESULT Referred



ONE FAMILY, ONE UNION! NICOLE MCGOWAN, A MEMBER OF CO. SLIGO TUI BRANCH, AND HER FATHER TED, A MEMBER OF IT SLIGO BRANCH PICTURED AT ANNUAL CONGRESS 2016

SANDRA IRWIN GOWRAN (DIRECTOR OF EDUCATION POLICY, GAY AND LESBIAN EQUALITY NETWORK (GLEN)), FABIAN MCGRATH (BRANCH SECRETARY DUBLIN COLLEGES BRANCH) AND ANNETTE DOLAN (DEPUTY GENERAL SECRETARY TUI) PICTURED AT A FRINGE MEETING AT ANNUAL CONGRESS IN KILLARNEY. THE EVENT WAS CO-HOSTED BY TUI AND GLEN AND COVERED LEGISLATIVE ISSUES SUCH AS SECTION 37 AND THE MARRIAGE ACT 2015, RECENT LGBT IRELAND RESEARCH FINDINGS AND NEW RESOURCES AVAILABLE TO SCHOOLS SUCH AS 'BEING LGBT IN SCHOOL'.



ALWAYS THERE TO ENSURE THAT EVERYTHING RAN SMOOTHLY AT ANNUAL CONGRESS 2016, STANDING ORDERS COMMITTEE: BACK L-R: SEAN HEHIR (CHAIR), SHANE CURTIN, DOMHNALL SHERIDAN FRONT L-R: BILL KAVANAGH, ANN MULCAHY, NOEL CRONIN.

ARE YOU RETIRING THIS YEAR?

WHY SHOULD YOU JOIN THE RETIRED MEMBERS ASSOCIATION?

- Membership of the TUI Retired Members Association entitles you to a TUI Diary and the TUI News.
- The RMA organises three national outings each year for members, one in October, one in March and the AGM and social events in May.
- We also help members with problems regarding their pension and dealing with their former employer.
- Members of the Association represent the TUI on the Irish Congress of Trade Unions Retired Workers Committee, which deals with benefits for older people.
- The Association is represented on the Alliance of Retired Public Servants which is working to restore our pensions, and which represents over 130,000 retired public servants.
- We recommend you visit the RMA website (www.rmatui.ie) regularly for up to date information.
- We have been actively involved in setting up local branches to cater in a more personal way for all our members. Branches have already been set up for the benefit of members in 22 of the 26 counties.
- Local Branch Meetings provide members with a forum where issues of concern can be raised. These meetings also allow members to get regular updates on issues being discussed at meetings of the RMA Management Committee and of the Alliance of Retired Public Servants.
- Branches organise inputs from experts on home security, fire prevention, making wills, staying healthy, travel for retired people, health insurance and so on.
- Many local Branches organise social events such as theatre or museum visits, local historical tours, day trips, book clubs and Christmas



RMA MEMBERSHIP APPLICATION FORM

Full Name (print) _____

Address _____

Email _____

Mobile _____

Branch _____

Send to: Tim O'Meara, RMA Treasurer, Ballynaveen, Emly, Co Tipperary

RMA News

The end of another school year beckons as we prepare for our AGM on Wednesday, May 25th in Kilkenny. This year, the format is somewhat different to previous years. We will have Mass for our deceased members at 8.00 am and following breakfast, registration will start at 10.30am with the AGM starting at 11.30am. The afternoon session will include motions, reports and elections, with our Gala Dinner at 7.00pm including the Dr Charles McCarthy memorial lecture. We are delighted to have Sean Connolly this year to provide us with some insights into the life of his great grandfather, James Connolly. The social dimension will conclude on Thursday with a full day tour.

Talking about tours, I want to mention our very successful visit to Tullamore in early March for our Spring Break. We stayed in the Tullamore Court Hotel, which proved an excellent choice, with friendly staff, comfortable rooms and delicious food. Our first tour took us to the Tullamore Dew Distillery, where our guide for the morning was Shane. He brought us through the distillation process from grain and maize to the bottled product. His presentations were intriguing and the tour took a little longer than planned with loads of questions being asked – surely a sign of a truly interesting tour. It concluded with an opportunity to sample Tullamore Dew whiskey, and we could keep the sampling glasses. Following lunch in the Distillery's restaurant we departed for Birr Castle where we visited the Science Museum, Birr Castle Arboretum and the famous telescope, erected in the mid 19th Century by the 3rd Earl of Ross. The Arboretum is populated with shrubs

and trees from all over the world and includes some very rare species.

The next day, we visited Locke's Distillery in Kilbeggan. Yes! Another distillery. This proved quite a different experience, but complemented wonderfully our visit of the previous day. In Kilbeggan, we were taken through the original building (built in the mid 1700s), and saw how the process then operated, driven by the waters of the Brosna, and supplemented by a steam engine - one of only three of its kind and still operational. We also had an opportunity to sample and a tasting competition – well done Martin (O'Reilly) and Marie (Keyes). Lunch in the distillery restaurant prepared us for our visit to Clonmacnoise. Our outdoor tour was a bit restricted by some rain but with the Museum and Film presentation we had plenty of scope to learn about the history of the location and the life of St Ciarán. Having overstayed our time there, we still found time available to visit Killeen's in Shannonbridge – a friendly, welcoming establishment where tea, coffee and other liquids were consumed. Altogether, a thoroughly enjoyable break, in spite of some cold damp weather.

The RMA was represented at the TUI Annual Congress in Killarney by Jim McCarthy and myself. This year we were delighted to see worthwhile debate and interest in motions on Pension matters. Let me again confirm the RMA's support for the restoration of the Common Basic Scale, the rejection of the concept of 'career averaging' as proposed for incoming teachers and our support for the full restoration of pay to serving members

and restoration of full pensions for all our retired colleagues. This latter topic will, no doubt, occupy some time at our AGM in the Newpark Hotel.

During the Spring, I represented the RMA at two TUI pre-retirement seminars. As such seminars precede actual retirement time, not all attendees know exactly when and if they will finish working. I am also conscious that some members may have overlooked attending or found it impossible to get to either event. To cover that eventuality, an RMA membership application form is set out on the opposite page. Retiring members should note that most time at RMA meetings is devoted to issues of concern to them – home security and safety, wills, financial planning, leisure planning, health provision issues and so on, so it is in every retiring TUI member's interest to join the RMA. If you intend attending our AGM, book in ASAP as rooms may be scarce.

Finally, colleagues, we said farewell to two members recently – Tom Hunt, former TUI President, and Con Kelly, former Chairman of the RMA, both gentlemen of outstanding integrity. May they rest in peace.

**Martin Hoye,
RMA Secretary**



TUI in the media

A small sample of issues recently addressed by the union in the national media

TUI President Gerry Quinn was interviewed on the **income poverty of younger teachers on RTE Six and Nine news bulletins on April 5th**. 'I know of many teachers who have left the profession because they can't sustain a livelihood,' he said. 'The situation is urgent and needs to be addressed.'

In an interview on **RTE's Morning Ireland** programme on **April 5th**, TUI President Gerry Quinn stated that **Lansdowne Road Agreement in its current form 'copper-fastens' the exploitation of younger and newly qualified teachers and lecturers**. The interview followed comments by Workplace Relations Commission head Kieran Mulvey that the Agreement may have to be revisited over serious entry grade pay issues.

Teachers 'examining neighbours' children' because of cutbacks – Irish Independent April 1st

'Teachers are being forced to examine their "neighbours' children" because of cutbacks in allowances for examiners and superintendents. The Teachers' Union of Ireland (TUI) has passed a motion calling for a reversal of the cuts in allowances paid to teachers who engage in State Examination Commission (SEC) activities. The union said that teachers who worked as examiners were being sent to schools closer to home to save money.'

TUI to oppose merger plans for institutes of technology – Irish Times 30th March

'Members of the Teachers' Unions of Ireland (TUI) working in institutes of technology around the country are to commence industrial action next week

over concerns regarding potential mergers. The union said on Wednesday that from April 4 its members will be directed not to co-operate with any activities related to the proposed mergers of institutes of technology. The mergers of institutes of technologies were a key element of plans by the outgoing Government to establish new technological universities. TUI deputy general secretary Annette Dolan said the union's main concerns centred on a requirement for mergers of institutes of technologies in proposed legislation as well as the protection of terms and conditions of staff and the maintenance of regional provision of courses.'

TUI chief claims young teachers are being treated as 'galley slaves' – Irish Independent 30th March

'Teachers who entered employment in the last four years are being treated as "galley slaves", John MacGabhann, the general secretary of the Teachers' Union of Ireland (TUI), has claimed. Mr MacGabhann said that teachers who entered the profession since 2012, on lower pay than their predecessors, are being forced to "moonlight" or emigrate.'

TUI President calls for Lansdowne Road replacement – RTE, 30th March

'The President of the Teachers' Union of Ireland has called for a campaign to replace the Lansdowne Road Agreement (LRA) and the repeal of financial emergency legislation that underpinned cuts to pay and conditions for public servants. Gerry Quinn told the TUI conference in Killarney that the Public Services Committee of the Irish Congress of Trade Unions should follow the TUI's example and lead a campaign for the repeal of the FEMPI Act and the replacement of the LRA, in

order to lift what he called its intolerable restrictions and provide genuine pay and pension restoration.'

TUI conference told contracts of 30 minutes duration on offer – Irish Times 30th March

'Young teachers in some institutes of technology have received contracts offering them only half hour work per week, the TUI conference has been told. Delegates also heard that teachers in second level schools were on contracts providing for low hours spread across several days in a manner which meant securing additional employment elsewhere was impossible. The TUI estimated that 30 per cent or more of teachers were on temporary or part-time contracts with that figure rising to 50 per cent among those aged under 35.'

In an interview on **RTE's Morning Ireland** programme on the first morning of TUI's Annual Congress on **March 29th**, **TUI President Gerry Quinn outlined the huge problems of reduced pay scales and low hour contracts for recently qualified teachers**. He said that he is aware of teachers who are earning €10,000 per annum and struggling to maintain their career.

In the **Irish Times on March 29th**, the TUI President **warned that schools were struggling to attract new teachers in certain subject areas**. 'Graduates who had intended to undertake a masters in teaching and, increasingly, qualified teachers across a range of subjects are routinely finding better-paid and more secure employment in industry,' he said.

TUI's call for the **application of a corporation tax levy to tackle**

the third level funding crisis was covered in the *Irish Independent on March 25th*. 'At current rates, it would mean about €400m a year extra in corporation tax - almost half of the additional funding needed to put higher education on a sound financial footing in coming years. Teachers' Union of Ireland (TUI) general secretary John MacGabhann said the case for the levy was compelling. He said the corporate sector derived direct and valuable benefit from the availability of highly-skilled graduates. He said the levy would facilitate the employment of thousands of additional academic staff

and could be used to remove the €3,000 student registration charge.'

The funding crisis in Institutes of Technology featured on *RTE's Morning Ireland programme on March 18th*. Lecturers in Dundalk Institute of Technology were interviewed, along with TUI Assistant General Secretary Aidan Kenny, who outlined that a number of factors are having an impact on the student experience in the sector, and, potentially, the quality of the award that comes out of the institutes. He said that the current high standard of the

award is being put at risk by cutbacks.

Technological universities: are they really such a good idea? – Irish Times feature, Tuesday March 15th

'The Teachers Union of Ireland represents the majority of lecturers in the ITs. Its members have looked at the Bill and they do not like what they see. The TUI says it supports the idea of technological universities but insists the wrong approach is being taken.'



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 (1916 centenary special)

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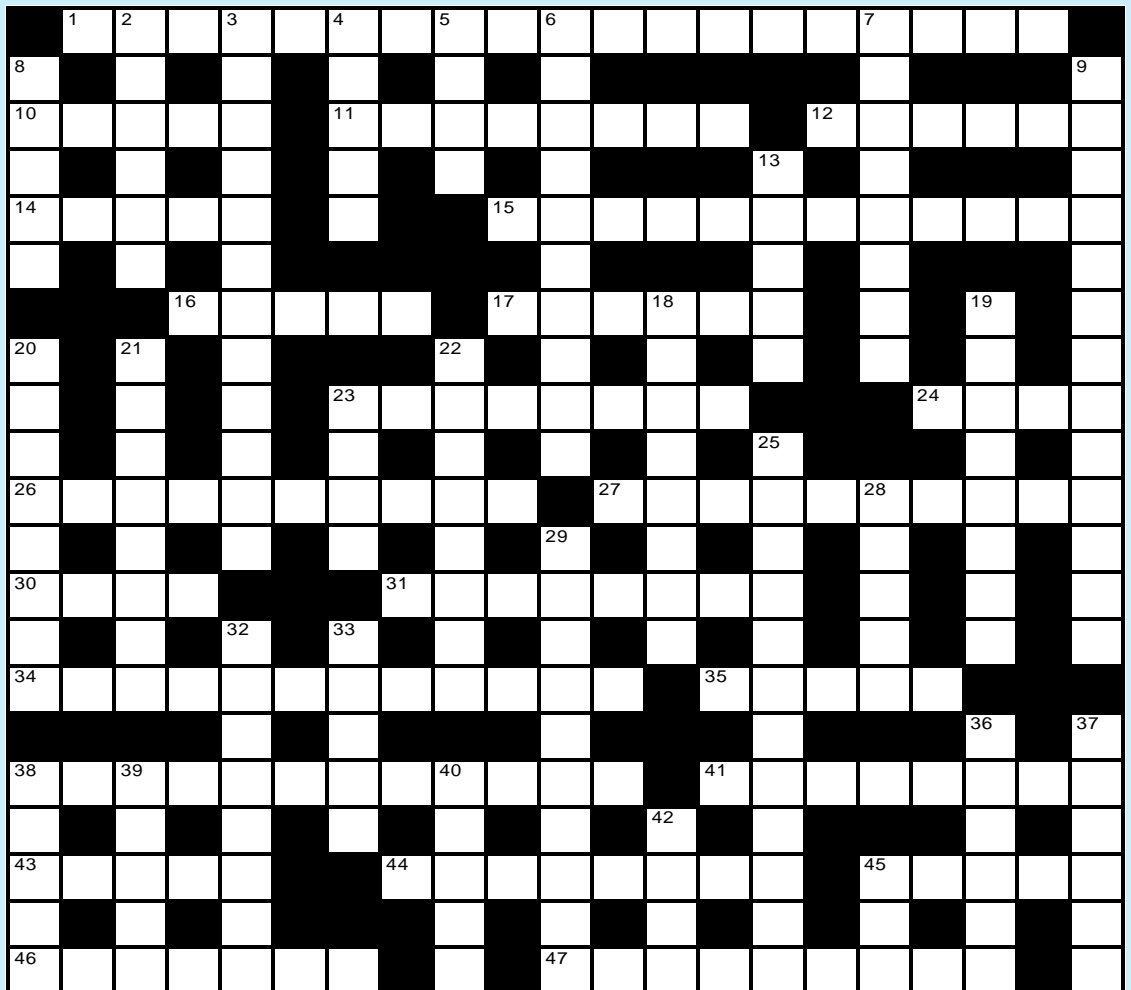
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Send entries to TUI
 Crossword May '16, TUI, 73
 Orwell Rd, Rathgar, Dublin 6

Closing date for entries:
 Friday, July 1st 2016



ACROSS

- 1 Fermented liquid condiment of British origin (14,5)
- 10 Placed on hazardous sentry duty (5)
- 11 A state in the mid-western region of the United States (8)
- 12 Humphrey -----, American actor (1899-1957) (6)
- 14 The largest Greek island (5)
- 15 A statement that is not literally false but that cleverly avoids an unpleasant truth (12)
- 16 A shade of brown with a tinge of red (5)
- 17 A river in eastern Texas that flows south into the Gulf of Mexico (6)
- 23 A type of clear soup (8)
- 24 Rum cut with water (4)
- 26 Breed of dog of the Spitz type, named for the region in Central Europe (10)
- 27 Art object or work of art in French (6,4)
- 30 Wilfred ----, Ivorian footballer who plays for Manchester City (4)
- 31 Someone who can speak several languages (8)
- 34 American musician and actor. Regarded as one of the most significant cultural icons of the 20th century (5,7)
- 35 A ballroom dance in triple time with a strong accent on the first beat (5)
- 38 People who place faith in numerical patterns and draw pseudo-scientific inferences from them (12)

DOWN

- 2 Edna -----, Irish novelist, memoirist, playwright, poet and short story writer. (6)
- 3 Issue or incident arousing widespread controversy, outside campaigning, and heated public debate (5,7)
- 4 A person who is recognized as having an exceptional degree of holiness (5)
- 5 A village in County Tipperary, Ireland. It is a civil parish in the historical barony of Clanwilliam (4)
- 6 An essential condition; at thing that is absolutely necessary (Latin) (4,3,3)
- 7 Having a pleasant and distinctive smell. (8)
- 8 Leonard Nimoy's famous alien (5)
- 9 Menhir (8,5)
- 13 The -----, nickname of Leicester City FC (5)
- 18 Not capable of movement or of being moved (8)
- 19 Dry-cured pork from a city in Emilia-Romagna (5,3)

- 20 Being held morally or legally responsible for action and inaction (8)
- 21 Papal name of Raymond Bertrand de Got (7,1)
- 22 2006 film starring Toby Jones as Truman Capote (8)
- 23 A one-hundredth subdivision of several units of currency (4)
- 25 The ninth Sunday before Easter (12)
- 28 A species of wheat cultivated since 5000 BC (5)
- 29 Speeds of Mach 5 and above (10)
- 32 A drink made by forcing very hot water under high pressure through finely ground beans (8)
- 33 Curious or unusual in a way that provokes dry amusement. (5)
- 36 Monkey that is found in a variety of different habitats throughout Africa and in parts of Arabia. (6)
- 37 County setting of Tom Hardy's novels (6)
- 38 Anglo-Indian term for a conspicuously wealthy man (5)
- 39 ----- Jerry, seventies pop group who had a hit with In the Summertime (5)
- 40 A small hammer with which an auctioneer, a judge, or the chair of a meeting hits a surface to call for attention or order (5)
- 42 A rock musical, songs from which became anthems of the anti-Vietnam War peace movement (4)
- 45 A hint; intimation; guiding suggestion. (3)