



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

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STRONGER TOGETHER



**PROTECT YOURSELF, YOUR PROFESSION
AND THE EDUCATION SYSTEM**

RECRUIT A COLLEAGUE TO TUI MEMBERSHIP TODAY

A Word from the President – Liz Farrell

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Re-writing the narrative; Composing the Future

As we emerge from a pandemic, amidst the backdrop of war, spiralling inflation and a change culture being enforced on all that we do, now is the time to re-write the narrative.

As your President I want to highlight, and endorse, all that you, the educational professionals in this country, do and continue to do. The work you undertake, above and beyond all that is expected must be recognised as a key driver in the national and international narrative around education. It must not be taken for granted, nor taken advantage of, as it has been so often in the past. As a teacher I have experienced the never-ending pressure to give more, do more, and produce more - well no more. I want to work with you the members to correct the vexatious narrative that consumes our noble profession.

Second Level

Second level continues to face a recruitment and retention problem.

It is obvious that it is the treatment of the profession by successive governments, including through the retrograde and punitive punishments to pay which were imposed upon post 2011 entrants that are truly impacting teacher numbers.

The Union has clawed back much of the pay inequalities imposed upon members but over a decade of discrimination is a shameful indictment of the government's attitude to the profession. The sad fact is that the two-year PME, available only at extortionate cost, opens the door to mere hours for our newly qualified teachers. It is not hours our new teachers need, it is substantive, permanent, whole-time jobs befitting of their commitment to the job of being educators. Commuting is no longer an option as the price of fuel skyrockets while childcare is nigh on impossible to find. Similarly we find those lucky enough to have a CID, trapped and unable to move between jobs, for fear of losing their long sought, and hard fought for, position.

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Within the sector, reform, redevelopment and reviews abound, as the narrative plays out that the system is not fit for purpose. The TUI has done everything in its power to shape the changes to Senior Cycle by using the lessons of the past. Our professional integrity is called into question though when a Minister unilaterally, and without academic or considered foundation, makes whatever changes he or she sees fit to make, undermining the process involved and frankly calling into question the legitimacy of the collective teacher voice. I want to ensure your voice is valued, until that happens, the narrative will remain, and government's systems will fail society.

Further Education and Training

A new Department brings with it a new approach, one that asks for equity of provision, equal status, equal worth, equal opportunities – indeed a laudable and commendable vision, but a vision which ignores the fact that our members within the sector are far from equal. Working hours, annual leave and other inequalities remain and are most evident for those that deal with the most vulnerable learners. These members astonishingly find themselves without job security, and have difficulty achieving even the most basic access to adequate contracts. The TUI's voice came to the fore during the pandemic and it remains a key stakeholder in the sector – one of the few stakeholders who understand the depth and breadth of the FET sector, and one of the few that value it as being as core an element of the social contract as any education sector. As a member of the FET Stakeholder group, and as a lifelong advocate for the benefits of the range of educational interventions for learners of all ages, all abilities and all backgrounds, I will continue to work hard to effect change in this area and

while I want to lead that change, I do so only with your help. I commit to engage actively with the practitioners in the sector to seek their input to find the right direction for our members, our learners and our society.

Third Level

As the Technological University sector becomes embedded in the educational sphere it is becoming more and more evident that the establishment of the TUs was the extent of the vision government had for this new sector. Consolidation is meaningless without the necessary direction to harness the true potential of this new sector. That direction must come from you. I am humbled by the work undertaken directly by our members, through their INTUCs and engagements, in establishing this sector. I am committed to ensuring that the voices of those members who have brought the sector to fruition will remain at the forefront of sectoral development throughout the further phases, as set out in the various Memoranda of Understanding (MOUs). Furthermore, where there is a failure by management to properly understand the MOUs, I am committed to bring our understanding to the fore – as it is our understanding which is enshrined in those manifestos. I am also keenly aware that two IoTs remain isolated from the sector – not from the TUI however, and I am determined that through my role as President I will see this addressed. IADT and DkIT both deserve to be part of a reimagined 3rd level sector, and deserve to have a voice in the future of that sector. Nonetheless, the idea that to confer university status on a college will somehow make it the destination of choice is absurd. Our TUs and IoTs have been underfunded and overcrowded for decades, changing the funding system will impact generations to come in a positive



TUI PRESIDENT, LIZ FARRELL

manner, changing a name achieves nothing. For a long time now this sector has demanded both a workload review and a policy on online-learning. These must be delivered and acted upon. Rebranding and re-imagining a sector while ignoring our members' fundamental issues only serves to reinforce their sense of frustration. As a new sector develops, the narrative should be a shared vision, built on previous good practice, not a sector where the academics that will lead the sector are excluded.

Working Together

Finally, what of the Union itself; this great, diverse, broad church we call the TUI? The TUI is nothing without you, the membership, the dedicated professionals it serves. Working together, sector with sector, member with member and union with union, we can, and we will, lead and shape the profession we proudly work within. Together we can re-write the narrative.

Ní neart go cur le chéile

TUI demands immediate payment of value of PME allowance to teachers employed after 2012

Ahead of the commencement of the school year, the TUI publicly criticised the unacceptable delay in the reinstatement of the value of the Postgraduate Masters in Education (PME) allowance (formerly HDip allowance) – currently valued at €1,314 – to those teachers appointed after 2012.

While the payment will be backdated to 1st February, the delay is still unfathomable at a time when second level schools are experiencing an unprecedented delay in employing teachers.

As you will be aware, TUI's second level members sacrificed a general 1% pay increase payable on 1st February 2022 under Building Momentum so that the equivalent funding would allow reinstatement of the value of the allowance for those members appointed after 2012, but over six months on, despite teachers effectively financing it themselves, a circular letter authorising payment has yet to be published by the Department at the time of this magazine going to print. In calling for the value of the allowance to be paid immediately to make the profession more attractive, TUI drew attention in a number of media interviews to the 'alarming' difficulties being experienced by schools in hiring teachers across a wide range of subject areas. As the Union has always warned, pay discrimination has largely driven this recruitment and retention crisis.

"The cost-of-living crisis, particularly in relation to accommodation and transport, is worsening what was

already a dire situation, particularly in larger urban areas," said TUI President Liz Farrell. "A survey of over 1,200 of our members earlier this year showed that while just 30% of those employed after 2011 believe at the moment that they will still be in the profession in ten years' time, that percentage changes to 75% should pay discrimination be completely resolved. So clearly, this scandal must be urgently addressed. The delay of this payment is of great frustration to the TUI, as it has been the longstanding position of the Union that all second level members would forgo a 1% pay increase payable on 1st February 2022 to facilitate its reintroduction for those members affected. Yet six months on, we await what should surely be a straightforward payment." "Essentially, this is cost neutral for Government. The money to resolve this injustice has been donated by teachers themselves but continues to rest in exchequer accounts. It has already been budgeted for. We urge the Department to immediately confirm reinstatement of the allowance's value ahead of the school year."



Teachers need jobs, not hours

The TUI President also drew attention to the ongoing struggle experienced by newly qualified teachers in securing contracts of full hours.

"Once again, ahead of the school year, it is important to highlight that after qualifying, most second level teachers struggle financially for several years on contracts of low hours. A survey of our membership earlier this year showed that 65% of teachers appointed after 2011 did not get a contract of full hours upon initial appointment, which means that for several years, they only earn a fraction of a full salary. With the current cost-of-living crisis, this is unsustainable."

See www.tui.ie for any updates on the payment of the value of this allowance, which will be backdated to 1st February 2022.

TUI members to be balloted in September

In August, the Executive Committee of the TUI confirmed its previously stated position that its members will be

balloted in September following the conclusion of the pay negotiations. A separate communication will issue to

members in relation to this issue. See www.tui.ie for any updates.

New Head Office Official

Eoin Griffin will commence employment with TUI in September following his appointment to the position of Assistant General Secretary, bringing over ten years of trade union, campaigning and representative experience to the role. He was previously a member of the Irish Congress of Trade Unions (ICTU) Youth Committee and spent many years working as a trade union organiser, organising and recruiting members in the retail sector. In his most recent role as a Divisional Organiser with Mandate Trade Union, he was involved in national negotiations with some of the largest private sector employers in the country. He was also a member of the team that planned and delivered the 'Decency for

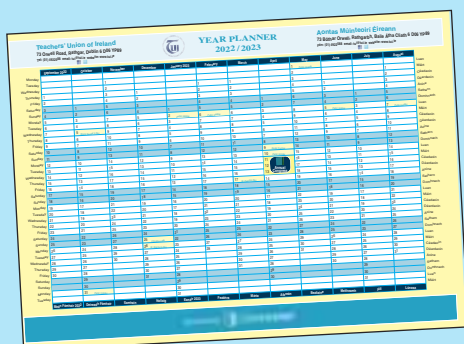
Dunnes Workers' campaign, that was instrumental in delivering the Miscellaneous Provisions Act 2018. The Act provides workers across the economy with the opportunity to contractually formalise the number of hours they work each week. Throughout his time with Mandate Trade Union, he represented members individually and collectively, locally and through the third-party machinery of the State, up to and including the Labour Court. Eoin holds an Advanced Diploma in Employment Law from King's Inns.



EOIN GRIFFIN



Keep an eye on the TUI website and social media channels for the latest information, guidance and clarification on any developing issues



**The 2022/23
TUI diary/handbook and
wallplanner have been
distributed to all workplaces**



TUI Credit Union launches new full-service Current Account

TUI Credit Union has launched a new full-service current account.

The new current account includes the globally accepted Mastercard Debit Card with Contactless Payments, Standing Orders, Direct Debits, and the option of an Overdraft facility.

TUI members can open a current account online (at www.tuicu.ie) or by completing an application form. New members are always welcome. This is a very positive development for Union members, especially given the decisions of Ulster Bank and KBC Bank to exit the market.

The new current account has simple and transparent pricing. A low monthly fee of €4 applies and this covers unlimited euro point of sale and contactless transactions,

unlimited mobile and online banking, unlimited standing orders and direct debit processing and up to five* ATM withdrawals per month. Full details of fees and charges are available on the website www.tuicu.ie.

Speaking at the launch, Paul Roche, CEO of TUI Credit Union described the development as “a watershed moment” for the credit union’s history. “It means credit union members with savings and loans will now be able to get a competitive current account from their trusted Credit Union, and they will no longer need to go to a bank to get this service. For the first time, TUI Credit Union will be able to provide our members with a real choice for their day-to-day financial needs. And this service, which will be accessible

globally and digitally, will enable TUI Credit Union to become even more relevant to our members in the ever-increasing digital world.”

Exclusive Offer

Members who open a current account with TUI Credit Union before 30th September will benefit from no Account Maintenance Fees* for 12 months.

Features of the current account include:

- Current Account with Mastercard®
- Globally Accepted Debit Card
- Contactless Payments
- Apple, Google and FitBit Pay
- Full Online and Mobile Banking App
- Overdraft of up to €5,000
- 2,900 ATMs Nationwide
- Superior customer service
- Low monthly maintenance fee €4

Overdrafts are subject to approval and Terms and Conditions apply.

Mastercard® is a registered trademark and the circles design is a trademark of Mastercard International Incorporated.

*Account holders have 5 FREE ATM withdrawals per month, after which a fee of € 0.50 applies to the sixth and subsequent ATM withdrawals that month.

Information on the new Current Account from TUI Credit Union is available on www.tuicu.ie/current-account.



LAUNCH OF TUI CREDIT UNION CURRENT ACCOUNT

New MRM system will benefit members

The TUI engaged Hart Square to advise and help us to select a partner capable of achieving our aims and objectives in the design and development of a Membership Relationship Management System (MRM). After much consultation and consideration, the Union has engaged Silver Bear to guide us through the discovery phase and development of our MRM system.

We all look forward to reaping the rewards of this new cloud based IT infrastructure solution: the provision of a

self-service member portal, real time information, and better communication channels.

TUI staff, branch officer representatives, area representatives, and officials are presently engaged in the discovery phase of this initiative. We are grateful for the huge effort, time and commitment of all involved.

TUI to hold conference on apprenticeship to coincide with WorldSkills Ireland event



WorldSkills Ireland will host the National Skills Competition for apprentices from the 13th to the 15th of September in the RDS Simmonscourt, Dublin (<https://worldskillsireland.ie/>).

Over 25 craft apprentice areas will be involved in the competition. The event will include demonstrations, talks and information sessions and showcase and celebrates the trades, skills and careers available to all.

The TUI is proud to sponsor and work with WorldSkills Ireland to host a conference on the second day of the competition. The conference will be held in the Herbert Hotel on Wednesday 14th September from 10am to 2pm.

The event aims to discuss ways to promote apprenticeship as a quality career pathway and will address the following themes:

- **equality of access,**
- **green skills and sustainability and**
- **technologies for the future of skilled work.**

Speakers and representatives from all the relevant stakeholders groups will be in attendance on the day, providing updated advice and topical discussions on future directions within the sector.

Attendance at the conference is limited to 150 places – email: iconville@tui.ie to register.



NEW TUI VICE PRESIDENT DAVID WATERS

David Waters, a teacher in Greenhills Community College in Dublin 12, commenced his term as TUI Vice President in July. As a teacher appointed after 2011, David has been significantly involved in the Union's campaign to end pay discrimination.

New members on TUI Executive Committee

There are two new members on the TUI Executive Committee. Anthony Dowling (Area 6) has taken over from David Waters, who became Vice-President on 1st July. Anne Meagher (Area 19) has taken over from Joan Cleary.



AREA 6 -
Co Dublin, Dun Laoghaire

ANTHONY DOWLING
Collinstown Park Community College, Clondalkin,
Dublin 22



AREA 19 -
Colleges Areas: Kerry, Limerick, Clare, Mayo Galway

ANNE MEAGHER
TUS Midwest, Moylish Park,
Limerick

Limited places left on TUI's accredited course in Trade Union Studies

In 2019, the TUI set up its first online course for Union representatives in collaboration with the Trade Union Centre in City of Glasgow College.

The venture has been a great success, with over 60 members now having completed the course, which addresses topics such as the role of representatives, how to access resources and how to deal with disciplinary and grievance procedures.

The online course, which consists of nine modules, is fully accredited and the successful participants are awarded a level 5 Certificate in Trade Union Studies. The work can be carried out in the member's own time. Participants have reported increased confidence in their ability to perform roles in the Union and an increased knowledge of Industrial

Relations mechanisms and procedures and indeed a fuller understanding of the structures of the TUI and the parameters within which the Union works. Participants also highlighted the increased awareness of all the sectors that the Union represents.

Several course participants have since been elected as Executive Committee members of the TUI.

The 2022/23 course will begin at the end of September and there are a limited amount of places available. To apply contact joreilly@tui.ie



TUI Training Schedule 2022/23

As part of the Union's ongoing efforts to enhance the services provided to members, a training schedule across a range of areas of importance has been developed for 2022/23.

Training will take place online, using the Zoom platform. To register for

any individual session, please email tui@tui.ie to register stating which date/training event you would like to attend. As a TUI member, you can attend as many as you wish.

The schedule will run throughout the academic year, and an overview of the

sessions for the first half of the year are set out below. Full details of the sessions for the second half of the year will be published in a future edition.

| | | |
|---------------------|-----------------|--|
| 31st August 2022 | 5.00pm - 6.00pm | Recruitment Training Reasons to join the TUI Benefits of Trade Union membership |
| 14th September 2022 | 5.00pm - 6.00pm | Contracts |
| 21st September 2022 | 5.00pm - 6.00pm | CL59/2016 and CL49/2017 - how to secure additional hours Eligibility for a CID |
| 28th September 2022 | 5.00pm - 6.00pm | Teaching Council Issues Investigation and Disciplinary Procedures Part 5 - Fitness to Teach |
| 5th October 2022 | 5.00pm - 6.00pm | Post of Responsibility Circular |
| 12th October 2022 | 5.00pm - 6.00pm | Preparing for an AGM Organising an AGM Nomination process for Branch Officers Model Standing Orders for Branch Meetings |
| 19th October 2022 | 5.00pm - 6.00pm | Competency Based Interview Training - API and AP2 interviews |
| 9th November 2022 | 5.00pm - 6.00pm | Preparing for Annual Congress Advice on drafting motions and amendments Emergency Motions Procedures at Congress |
| 16th November 2022 | 5.00pm - 6.00pm | Freedom of Information Requests Data Access Requests How to make a Protected Disclosure Union Directives |
| 23rd November 2022 | 5.00pm - 6.00pm | How to deal with personal cases - Branch Officers and Workplace Committees including use of the Grievance Procedure and Disciplinary procedures |
| 30th November 2022 | 5.00pm - 6.00pm | Branch Officer Training Role of the Branch Officers How to organise an Ordinary Branch meeting and a Special Branch Meeting Key dates for Branch Officers Defamation - Branch responsibilities |

Parent's Leave Scheme entitlement increased to seven weeks

From 1st July 2022, Parent's Leave entitlement increased to 7 weeks for a relevant parent. The parent of a child born or adopted between 1st November 2019 and 30th June 2020 is not eligible for the additional 2 weeks Parent's Leave.

Parent's Leave is available to the relevant parent to enable them to provide, or assist in the provision of, care to the child.

From 1st April 2021, the Parent's Leave entitlement had been set at a maximum of 5 weeks. Where a teacher has already availed of their 5 week entitlement up to 1st July 2022, they may apply to their employer for an additional 2 weeks from this date provided the eligibility criteria are met.

Where a teacher has already availed of their 5 week entitlement up to 1st July 2022, they may apply to their employer for an additional 2 weeks from this date provided the eligibility criteria are met.

Parent's Leave can be taken as follows:-

- (a) a continuous period of 7 weeks (i.e. 49 consecutive days including weekends, school closures and days on which a teacher is not timetabled for attendance within that period)
- (b) 7 instances of one-week blocks or
- (c) any combination, subject to a combined total of 7 weeks. This also applies to Job-Sharing teachers.

Each period of Parental Leave must be a minimum duration of 7 consecutive days including weekends, school closures and days on which a teacher is not timetabled for attendance within that period.

Remuneration will not be paid by the Paymaster during the period of Parent's Leave.

However, under the Parent's Leave and Benefit Act, 2019, a teacher (including those paying Class A and Class D PRSI contributions) may be entitled to Parent's Benefit from the DSP during this period of leave.

In order to avail of Parent's Benefit, the teacher must make an online application by logging on to the DSP website at link:

<https://services.mywelfare.ie/en/topics/parents-children-family/parentsbenefit/>. This online application must be submitted by the teacher to the DSP at least 4 weeks prior to the leave commencement date.

See Circular Letter 50/2022 on the TUI website for full information

TUI continues to campaign, in conjunction with the other teacher unions, for full salary to be paid for parent's leave.



Standardised School Year 2022/23

October 2022 mid-term break

Schools will close from Monday 31st October 2022 to Friday 4th November 2022 inclusive.

Christmas 2022

Schools will close on Wednesday 21st December 2022, which will be the final day of the school term. Schools will re-open on Thursday 5th January 2023.

February 2023 mid-term break

Schools will close from Monday 13th February 2023 to Friday 17th February 2023.

Easter 2023

Schools will close on Friday 31st March 2023, which will be the final day of the school term. Schools will re-open on Monday 17th April 2023.

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

Special Offers for TUI Members!

Teachers, you could
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a weekend away
for 2 at the Monart
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or over the phone before
31/08/22.

Scan the QR code or follow
link <https://bit.ly/3P3Qfhl>
for *T&C's.



Scan me

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Offer applies for new customers who buy online and whose policy starts between 01.07.22 - 31.08.22. Maximum discount is €100. Underwriter T&C's apply.



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SEARCH  **Cornmarket Teachers Car Insurance**

*Competition T&C's: Closing date is August 31st 2022. Your policy must be up for renewal within 45 days. The draw will take place on September 2nd, 2022. The winner will be informed by telephone within 14 days of the draw.

The Teachers' Car Insurance Scheme available through Cornmarket is underwritten by RSA Insurance Ireland DAC.
RSA Insurance Ireland DAC is regulated by the Central Bank of Ireland.

Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies.
Telephone calls may be recorded for quality and training purposes.

18446 TUI advert 07-22

TUI's Global Development Fund – making a real difference to worthy causes around the world for over twenty years



The TUI's Global Development Fund was established with the distinct purpose of assisting educational, developmental and trade union projects in underdeveloped countries as approved by the Executive Committee.

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

Applications for donations from the TUI's Global Development Fund are considered once a year at the November or December meeting of the Finance Sub-Committee and notification regarding successful applications will be posted shortly afterwards.

If you wish to apply for funding for a project you are involved in or support, please provide details of the project to Patricia Keating, Administrative Officer at pkeating@tui.ie. Due to the large number of applications received, a member may submit only one application. Applications must be submitted by 5.00 p.m. on 28th October 2022.

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

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

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

TUI GLOBAL DEVELOPMENT FUND RECIPIENTS 2021

KATE LYNCH SCHOLARSHIP FUND

Providing scholarships to financially disadvantaged students in Tanzania. In memory of former TUI President, Tom Hunt.

NEPAL LEPROSY TRUST

Funding education/training for children of leprosy sufferers.

HIRN PALESTINE

For the creation of a playground for the As-Simiya primary school (West Bank).

HARAMBEE SCHOLARSHIP FUND

Sponsoring children from Mukuru, Kenya to attend secondary school.

4HAITI

Repair and restoration of damaged and inadequate childcare facilities and the delivery valuable skills-training to local Haitian team members.

VOLUNTEER MISSIONARY MOVEMENT VVM

Provision of a support for a programme in Positive Discipline in the Teacher Training Colleges in Uganda.

ACTION LESOTHO

Support for an organisation with a strong focus on education across all age groups from pre-schoolers to senior citizens.

BUKAS FOUNDATION (THE PHILIPPINES)

Support for a non-profit and non-governmental organisation providing sustainable development, education, livelihood, information and communication strategy to children, elderly, urban poor, and victims of calamities and disasters.



A reminder of some

At the start of a new academic year, members are reminded of some key Union directives which protect conditions of service and standards of education.

It is vitally important that all members of the TUI adhere strictly to the terms of directives. This means that the relevant maxima set out must not be exceeded.

A directive is binding and removes discretion from members. Members, whatever their position in a school/centre, must adhere to it. This serves also to prevent the personalisation of issues. A directive is not open to local interpretation or re-negotiation and cannot be set aside or varied. Its implementation must not be delayed.

If a difficulty or disagreement arises in relation to interpretation or implementation of any directive of the TUI or if local management seeks to frustrate or prevent its implementation, the matter should immediately be reported to the Workplace Committee, the Branch, the Area Representative and the assigned TUI official.

Please note that the list below is not exhaustive.

CLASS CONTACT DIRECTIVE

The maximum class contact hours are protected by a long-standing TUI directive. That directive is now adjusted to take account of the collective agreement in respect of Junior Cycle.

The agreement reached in September 2015 between the TUI and the Department of Education and Skills in regard to Junior Cycle, included the provision of 40 minutes of "professional time" (related exclusively to Junior Cycle) per week.

Class Contact Directive for teachers with an Involvement in Junior Cycle

Teachers who have an involvement in Junior Cycle and who do not hold the post of Principal Teacher, Deputy Principal Teacher or Assistant Principal must work their weekly timetabled class contact hours up to but not exceeding **21 hours, 20 minutes**. In addition, such teachers have an entitlement and commitment to 40 minutes per week of Professional Time related to Junior Cycle.

Principal Teachers, Deputy-Principal Teachers and those teachers with an Assistant Principal post of responsibility, who have an involvement in Junior Cycle, must work their weekly timetabled class contact hours up to but not in excess of the number appropriate to their posts, namely

| School Size in WTEs | Principal | Deputy Principal | Assistant Principal I |
|---------------------|-----------|------------------|-----------------------|
| 1 - 3 | 17h, 20m | 21h, 20m | 17h, 20m |
| 4 - 6 | 12h, 20m | 17h, 20m | 17h, 20m |
| 7 - 11 | 7h, 20m | 12h, 20m | 17h, 20m |
| 11+ | 4h, 20m | 7h, 20m | 17h, 20m |

In addition, such teachers have an entitlement and commitment to 40 minutes per week of Professional Time related to Junior Cycle.

Teachers who hold the post of Programme Co-ordinator must work their weekly timetabled class contact hours up to but not

in excess of the number appropriate to their posts as set in the relevant Department of Education Circulars, minus the 40 minutes per week of Professional Time related to Junior Cycle.

Class Contact Directive for teachers without an Involvement in Junior Cycle

Teachers who do not have an involvement in Junior Cycle and who do not hold the post of Principal Teacher, Deputy Principal Teacher or Assistant Principal must work their timetabled hours up to but not exceeding **22 hours**.

Principal Teachers, Deputy-Principal Teachers and Assistant Principal Teachers who do not have an involvement in Junior Cycle must work their timetabled hours up to but not in excess of the number appropriate to their posts, namely:

| School Size in WTEs | Principal | Deputy Principal | Assistant Principal I |
|---------------------|-----------|------------------|-----------------------|
| 1 - 3 | 18 | 22 | 18 |
| 4 - 6 | 13 | 18 | 18 |
| 7 - 11 | 8 | 13 | 18 |
| 11+ | 5 | 8 | 18 |

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

the key TUI directives

CLASS SIZE DIRECTIVE

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

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

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

2. General Subject Classes not covered by the above

| | | |
|----------------------|------------------|----------|
| ■ Learning Support | | 15 (max) |
| ■ Physical Education | (24 recommended) | 30 (max) |

POSTS OF RESPONSIBILITY DIRECTIVE

The context for this directive is the correct implementation of CL 003/2018 which includes a requirement that the agreed duties of a post of responsibility should be commensurate with the level of that Post – that is Assistant Principal I (formerly Assistant Principal) or Assistant Principal II (formerly Special Duties Teacher).

Where a post of responsibility (POR) is vacant, or roles and responsibilities as per the agreed schedule of posts arise for any reason or the unmet needs of the school as listed by agreement are to be carried out by any staff member, then:

- The post/roles/responsibilities/unmet needs should only be carried out by the appointment of a teacher to a PORs in accordance with the normal appointment procedure and the approved allocation of POR to the school as per CL 003/2018
- A teacher who is not in receipt of the appropriate POR allowance in accordance with normal procedure as per 003/2018 and who is not afforded the time remission appropriate to the post should not carry out the roles and responsibilities as per the schedule of posts nor the unmet needs of the school as published.

Roles and responsibilities as per the schedule of posts or agreed unmet needs will not be carried out by:

- An unpromoted teacher or Assistant Principal II (APII) in receipt of a timetable remission granted to carry out any listed functions
- An unpromoted teacher in receipt of a timetable remission to carry out roles and responsibilities that should be carried out by an API or APII
- Any teacher carrying out roles and responsibilities as per the schedule of posts or agreed needs who does not hold a recognised post of responsibility or is in receipt of payment other than the appropriate payment for the post.

All members, including principal teachers, deputy principals, post-holders and teachers are directed not to engage in or facilitate or organise any breach of this directive.

News and updates from the Teaching Council

The following updates have been provided by the Teaching Council

Re-vetting

The Council invites teachers on a rotational basis to apply for re-vetting. If you have received an invitation to apply for re-vetting we would ask that you do immediately by logging onto the MyRegistration Portal and commencing the re-vetting process.

Expiring Conditions

If you are a teacher who intends to request an extension of time to comply with the conditions attached to your registration, the Council would kindly ask that you engage in a timely manner. You can help us deliver a more efficient service to you and all other teachers requesting extensions by submitting the required documentation and promptly responding to any follow up queries. You can make your extension request and submit the supporting documentation by logging onto the MyRegistration portal and selecting My Conditions.

Renewals

Application for renewal of registration can now be made online via your MyRegistration account on the Teaching Council website. If it is your first time using the portal you will need to activate your account. An email providing your unique link to activate

your account was previously emailed to you from the Teaching Council. Once you activate your account you can then begin the online renewal process. Please ensure that you update your contact information and provide any missing data such as post codes and mobile phone numbers. Please note that it is no longer possible for staff to take over the phone payments. Further information can be found on the Registration Renewal/My Registration section of the Teaching Council website <https://www.teachingcouncil.ie/en/registration-renewal/>

NQT (Newly Qualified Teacher) Summer Registration Process

This is the annual fast-track process where the course providers transfer the graduate results to the Council once the exam boards/courts have occurred and results are finalised. The registration process can only commence after this transfer. In order to ensure a fair and equitable process, all NQTs were dealt with in rotation and in order of application date. All NQTs were asked to complete vetting in advance and as at 02/08/2022 65% of NQTs had registered with the Council and another 9% were In Progress.

Droichead: (Post Primary)

During the last school year, a total of 1,664 NQTs engaged in Droichead across 592 post-primary schools. Of these, 12 post-primary schools availed of the flexible arrangements to support 25 NQTs to undertake the process. The schools agreed these arrangements in advance with the NIPT as set out in the Council's Transitional Arrangements document. If you are a school or an NQT participating in Droichead this year, please ensure that you are fully aware of the requirements of the process and any arrangements that may apply to your particular situation. NQTs must discuss participation in Droichead in advance with the school and ensure that they have all the correct information for application. Applications for Droichead in the 2022/2023 academic year will open from Thursday the 1st September 2022. NQTs must apply for Droichead online via their "My Registration" portal account on www.teachingcouncil.ie. On completion of the process NQTs must ensure that they double check that they have all required information and documentation before they submit their online Form D via their portal accounts.



FEILTE, the festival that celebrates the teaching profession is returning with a live hybrid event on Saturday, 1st October 2022 to The Helix, Dublin and online!

We are thrilled to have Declan Coyle as the keynote speaker this year. Declan is the author of the number 1 best-selling book, *The Green Platform*, an innovative "inner software" methodology that has inspired and motivated many across the globe.

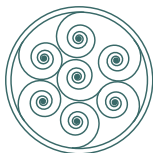
Join us on the day for a range of teacher-led showcases and interactive workshops as well as TeachMeet, StudentMeet, LeadershipMeet, Comhrá Taighde, live entertainment and much more.

Attendance is free however a refundable charge of €14.99 will be applied to your card.

Please ensure to have your ticket scanned upon arrival at FÉILTE 2022 to ensure you receive your deposit refunded. Your ticket charge will be refunded to the same card that was used to place the deposit 10-15 working days after FÉILTE 2022.

Apply for your tickets now at www.teachingcouncil.ie and let's celebrate the teaching profession.

Follow @TeachingCouncil and @FEILTE on Twitter and join the conversation by using #FEILTE.



Cosán



A series of 3 workshops which will support teachers' professional learning, incorporating strategies and tools to enable collaborative reflection.



What?

A series of 3 workshops for schools, facilitated by practising teachers for practising teachers. There are face-to-face and online options available.

So What?

Your time is precious. Find out how applying the Cosán framework can help you determine the impact of your learning and prioritise the learning that benefits you and your students most.

Now What?

To participate, register your school with one of the following Education Support Centres: Dublin West, Drumcondra, Blackrock, Kildare, Kilkenny, Laois, Carrick on Shannon, Cork, Navan, Donegal, Clare, Limerick, Monaghan, Sligo, Wexford, Waterford, Athlone and Galway.



Where can I find out more?

Bookings can be made directly through participating Education Support Centres. For full workshop schedule, visit:

www.teachingcouncil.ie

or email: cosan@teachingcouncil.ie



"I really enjoyed the workshops. It was good to hear from other schools...we learned a lot from the sharing"

Cosán Workshop Participant, 2020/21

"Speakers were passionate and engaging...plenty of food for thought in a lovely, relaxed environment"

Cosán Workshop Participant, 2020/21

"Lots of ideas and professional conversations during the three workshops...very beneficial"

Cosán Workshop Participant, 2020/21



TUI Guide for New Teachers 2022/23

Welcome to Teaching

Welcome to the teaching profession. The Teachers' Union of Ireland (TUI) wishes you the very best in what we are sure will be a long, eventful and fulfilling career.

The work you are doing is of vital importance for the development and nourishment of a vibrant, caring and creative society. In an increasingly complex world, you will provide the instruction, guidance and inspiration that will motivate and enable our students, of whatever age, to become active, inquiring and committed citizens.

The Teachers' Union of Ireland

The Teachers' Union of Ireland is committed to a comprehensive system of high quality public education at all levels that is free, co-educational, non denominational and informed by principles of equity and equality.

As a member of the TUI, you will become part of a community of more than 20,500 professional educators. You will enjoy the assistance, support and solidarity of your colleagues in the TUI. You will also have the opportunity, as an active member of the Union, directly to influence Union policy and, through the TUI, to influence national educational policy. We want you to join the TUI not simply to be a member but to be an active member, to have your say, to be heard and to shape both your Union and your workplace.

TUI - A Democratic Union

The TUI is a trade union for teachers and lecturers, dedicated to the care of members and the development of the education profession. The TUI is organised into 59 branches. On joining the TUI you will become a

member of your local branch. There are separate branches to represent members employed in Education and Training Boards, Institutes of Technology, Technological Universities, Community and Comprehensive and other Post- Primary schools.

As a member you can express your views at school, branch and national levels, as appropriate. Please attend your workplace and branch meetings, post on the Union's Facebook page, use the TUI app, email or phone your representatives. Be heard.

School/Workplace Representatives

Each school/workplace annually elects a TUI representative and a Workplace Committee. The representative attends branch meetings and reports back to the membership in the school/workplace. The school/workplace representative also takes responsibility for distributing information and documentation from TUI Head Office.

Branches

Each branch holds at least four general meetings per year. Notice of meetings will be circulated, usually through school/workplace representatives. All members of a branch are encouraged to attend branch meetings. You will be very welcome and will be encouraged to get involved. At the Annual General Meeting, which takes place in October or November, the branch elects a Chairperson, a Secretary, a Treasurer, an Equality Officer and any other officers that the branch may require.

Branch Meetings

At branch meetings members have the opportunity to discuss issues

relevant to their employment and to education nationally. The Area Representative to the Executive Committee is normally present at branch meetings and represents the views of the branch to the Executive Committee.

Area Representatives and Executive Committee

The branches of the Union are organised into 19 Areas and members of the branches in each area elect a representative to sit on the TUI's Executive Committee. The Executive Committee manages the affairs of the Union between meetings of Congress. The Executive Committee is chaired by the President, who is elected through a ballot of the entire membership of the TUI. The Vice-President is similarly elected by the entire membership. The immediate Past President is also a member of the Executive Committee.

Officials

The work of the Union is carried out on a daily basis by full-time trade union officials, under the direction of the General Secretary. Full-time officials are assigned to Areas and Branches to provide advice, assistance and representation.

Annual Congress

The governing body of the Teachers' Union of Ireland is Annual Congress. Congress is a conference that takes place after Easter each year and is attended by representatives of each branch. Congress votes on motions submitted by branches and its decisions direct the Union.

Treoir do Mhúinteoirí Nua 2022/23

Affiliations

The TUI is affiliated to the Irish Congress of Trade Unions (ICTU), the European Trade Union Committee for Education (ETUCE) and Education International (EI).

Guide to Teaching

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

Registration with the Teaching Council

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

Who exactly is my employer?

If you work in an ETB:

- your employer is an Education and Training Board (ETB)
- your appointment is to the "scheme" which means that you may be assigned to any Vocational School or Community College

within the particular ETB and may, in subsequent years, be transferred within the scheme (subject to the terms of the particular transfer agreement that is in place at the time)

- you are paid through the ETB

If you work in a Community and Comprehensive or a Voluntary Secondary School:

- your employer is the Board of Management of your school
- Community and Comprehensive (C&C) schools and Voluntary Secondary School are stand-alone employers
- teachers in C&C, Voluntary Secondary and Post-Primary schools are paid directly by the Department of Education.

Your Contract

Once appointed to any employment a contract is established, be it written or implied, which is enforceable. If you have not been offered a written contract, you should ask the TUI representative to help you get one. The type of contract you hold depends on the nature of the appointment and the source of the hours that you are assigned.

Your contract should:

- Set out the nature of your employment e.g. Permanent or Fixed-Term
- Set the duration of your employment i.e. Permanent/Indefinite or Fixed-Term
- Clarify the number of hours per week you are contracted to teach
- Give the reason for the position to which you were appointed e.g. increased allocation to the school, covering for a teacher on approved leave (name of the teacher) etc.
- Tell you whether you will be paid by the Department of Education, the school or the ETB

You should ensure you receive clear written information on the terms and conditions of your job, either in the form of a letter of appointment, a written contract, or a written statement. Under statute, you are entitled to this information and it is important that you have it so that you fully understand the nature of your employment.

Make sure you retain all documentation related to your appointment and your employment, such as the job advertisement, letter of appointment, payslips, timetable, contracts and any other correspondence received from the employer which relates to the position. In addition, you should record all your hours worked during the school year, including any hours worked that are in addition to your contracted hours.

Permanent Whole-Time

Appointment to permanent whole-time positions follows a national advertisement of the position and a formal selection process. Appointment on a permanent whole-time basis used to be the norm and it remains open to employers to make permanent appointments *ab initio*. The Department of Education issued letters to the Management Bodies to this effect.

Fixed-Term

Appointment to a fixed-term position follows national advertisement and a formal selection process (as for Permanent Whole-Time). Teaching positions tend to be filled on a fixed-term basis, for one year in the first instance. To be engaged in year 2 (if the post/hours remain available) you will have to undergo a further selection process and interview. The

award of a Contract of Indefinite Duration (CID) is explained in the following paragraph.

Contract of Indefinite Duration (CID)

As a result of the TUI's campaign to secure permanency for members sooner than the law provides, a key concession was secured for teachers, whereby the qualifying period for a Contract of Indefinite Duration (CID) was reduced from four years to two years, from the start of the school year 2015/16. This means a teacher will qualify for a Contract of Indefinite Duration (CID) after a period of continuous employment in excess of two years - i.e. upon commencement of a third year of continuous employment, subject to certain conditions. This is significantly better than the statutory provision (under fixed-term worker legislation, the qualifying period is four years).

A CID is a permanent contract. It may be full-time/whole-time i.e. 22 hours or it may be part-time i.e. for fewer than 22 hours. If a teacher is teaching 16 hours fixed-term in the 'qualifying year' i.e. year 2, then s/he will receive a CID for 16 hours in year 3.

Entitlement to a CID

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

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

As a direct result of TUI's campaign, an expert group was established under the Haddington Road Agreement (HRA). The recommendations of the expert group are set out in Circular Letter

24/2015 and a teacher now qualifies for a Contract of Indefinite Duration (CID) after a period of continuous employment in excess of two years.

Hours covering for a teacher:

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

These are now counted towards a CID and the hours of the CID will be the hours worked in the full school year prior to the issuing of the CID (i.e. the qualifying year), regardless of the source of the hours.

Fixed/Specific Purpose

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

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

What are the maximum class contact hours for a teacher?

A full-time teacher has a weekly maximum class contact time of 21 hours 20 minutes if he/she has any involvement in Junior Cycle. If he/she has no involvement in Junior Cycle, a maximum class contact time of 22 hours applies. As a result of a TUI Directive, any teacher appointed to an Assistant Principal 1 position and who has any involvement in Junior Cycle has a maximum class contact of 17 hours and 20 minutes. If he/she has no involvement in Junior Cycle, a maximum class contact time of 18 hours applies.

I'm Part-Time. What does that mean?

A part-time teacher is any teacher who is contracted for less than twenty two (22) hours per week. If you commence employment on or before the first Monday following the mid-term break in October and you have been appointed following a formal selection process, you are entitled to be paid on a pro-rata basis. This means that you will be paid the appropriate proportion of the annual salary you would be on if you were full-time and you will be paid up to the 31 August. This type of part-time employment has traditionally been called regular part-time work (RPT) or pro-rata part time (PRPT)

Payment for Part-Time Work

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

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

What is casual Part-Time?

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

Assuming that you are employed in an area in which you are qualified, you

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

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

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

If you are employed in an area in which you are not considered sufficiently qualified, you will receive the unqualified hourly rate of pay and also accumulate holiday pay.

How many teaching jobs is a school entitled to fill?

The number of teachers employed in a school depends on the number of students attending that school. An additional teaching allocation to take account of 'professional time' for teachers involved in the delivery of the Junior Cycle was introduced in September 2017. A specific allocation is also provided in respect of students with special educational needs.

The pupil-teacher ratio is 19:1.

Therefore, for every 19 students, one permanent full-time teaching position is allocated to a school. For example, a school of 380 students receives an allocation of 20 whole-time teaching posts funded by the Department of Education. Schools also get an additional allocation for Principal, Deputy Principal and Guidance Counsellors. Many schools also receive an allocation of 'concessionary' teaching hours under a variety of programmes. These extra hours are granted depending on a

school's individual needs. Some schools may also pay for teaching hours directly from their own funds.

How do I get a permanent job?

Employers may make permanent appointments ab initio. This applies to established schools and 'greenfield' schools (i.e. new schools). In recent times, most teachers become permanent by qualifying for a Contract of Indefinite Duration (CID) after two years. The two-year qualifying period was secured for teachers following recommendations issued by an expert group established under the Haddington Road Agreement. It does not apply to other grades in the public service. Please note that under the provisions of the Fixed-Term Work Act, 2003, the 'qualifying' period for a CID, that is provided for in law, is four years.

Objective Grounds

In the 'qualifying year' (i.e. usually year two) at least some of the hours you hold must be free from an 'objective ground' for not awarding a CID. 'Objective grounds' exist if the hours are of a legitimate fixed-purpose nature (i.e. covering for a teacher on maternity leave, sick leave or job share) or if there is a legitimate reason to believe that the post will not be viable in the employment (school/scheme) for at least a full school year. The contract you are offered must include a statement detailing the specific objective ground(s), if any.

Please note, if a teacher holds even one class that is free from an objective ground in her/his qualifying year, s/he will be in a position to claim a CID for all hours worked in the qualifying year.

Post automatically advertised after Year 1

Every teacher on his/her fixed-term contract with an employer will have that contract terminated at the end of year one. The position will automatically be re-advertised and a

new recruitment process undertaken. Therefore, the teacher will need to apply and interview for the position at the end of year one. If appointed for a second year (year 2), this is generally the 'qualifying year':

If I get a CID for less than whole-time hours, how do I get more hours?

Firstly, there is an agreement that teachers who have a CID for 18 hours or more can request to move to 22 hours and that this will be honoured by the employer. To avail of this, teachers must submit a H22 form, available from TUI. If you have a CID for less than 18 hours, Circular Letter 59/16 (ETB and C&C sector) and Circular 49/2017 (Voluntary Secondary sector) compels employers to assign available hours, in the first instance, to teachers on part-time CIDs who wish to move to whole-time work.

If you are on part-time hours, please ensure that you write to your principal each year requesting more hours and advise your principal of the subjects/areas in which you are qualified and/or willing to teach. A template letter can be provided to you by the TUI.

Where a qualified teacher holds a part-time CID and is working additional hours a separate fixed-term contract will be issued for those hours. The hours of this separate contract will be added to the CID if the teacher holds them for a continuous period of employment in excess of one year, if the hours continue to be viable, are available under the allocation, and are unrelated to maternity leave, sick leave or job share.

What if I am refused a CID or unhappy with the terms of the CID?

If you are employed on a fixed term contract and believe you fall within

the terms of Circulars 0024/2015 and are unhappy with the action taken by your employer in terms of the award of a CID, then you may appeal against the action of your employer.

If you have been refused a CID, you must make an appeal within 4 working weeks of the date you are notified of the decision by the Board of Management/ETB to refuse a CID.

If you have been awarded a CID but are not satisfied with the terms of the contract, you must make an appeal within 4 working weeks of the date you are notified of the award and terms of the CID.

Please contact the TUI and we will assist you in your endeavours to move to a whole-time permanent/CID contract.

When will I be paid?

You will be paid at least once a month if you are employed by an ETB. If you are employed by a Community or Comprehensive school or a Voluntary Secondary school, you will be paid fortnightly by the Department of Education.

The latest pay scales for teachers are set out on the TUI website www.tui.ie.

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

Codes of Professional Conduct

The Teaching Council has published a Code of Professional Conduct for Teachers. The Code sets out clearly what is expected of teachers in their professional role. It sets out the standards of professional knowledge,

skill, competence and conduct which are expected of registered teachers. There are many elements of the Code which reflects the complexity and variety of teaching and cover areas such as communication and relationships, equality and inclusion, compliance with national and school policies, professional development and pupil/student welfare. The standards are underpinned by four core values - respect, care, integrity and trust.

New teachers should familiarise themselves with these standards.

Teaching Council - Part 5

One of the functions of the Teaching Council is to investigate complaints about registered teachers. The Minister for Education formally commenced Part 5 of the Teaching Council Acts 2001 - 2015 on 25 July 2016 which allows the Council to receive complaints about registered teachers, hold investigations and disciplinary hearings, where deemed appropriate. The first question an investigation committee will ask is, 'Have all local procedures been exhausted?'. If the answer is in the negative, the complaint should be referred back to the school/centre.

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

The TUI has been directly involved in the development of the nationally agreed complaints procedures that should be used at school/centre level and continues to participate in the fora that oversee the correct implementation of these agreed procedures.

Droichead

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

I have a problem in school, what should I do?

Some teachers will experience professional difficulties at some point in their career. In the first instance, it is important to approach your Principal informally and attempt to resolve the difficulty. In the event that this course of action does not resolve the issue, there are nationally agreed Grievance Procedures that your branch can assist you with.

If in doubt about the course of action to take, contact your branch or your Area Representative for advice.

Employee Assistance and Wellbeing

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

The service is accessible through the Freephone Helpline at 1800 411 057 and is available 24 hours a day, 365 days a year. Employees can also text 'Hi' to 087 369 0010 to avail of EAS support on SMS and WhatsApp.

The Teachers' Union of Ireland is more than just a trade union. We are an organisation of highly qualified educators with vast experience in the teaching profession. Each of the Head Office Industrial Relations Officials has significant experience in education.

I have other questions, whom should I contact?

As well as dealing with industrial relations matters, the Union also represents members' views on individual subjects, on general curricular issues and on specific issues such as Junior Cycle reform.

The TUI is founded on a network of branches. If a teacher needs advice or information on any issue she/he will find attendance at branch meetings invaluable.

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

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

How do I contact TUI?

Members can make contact with their workplace Representative/s, the Officers of their branch or their Area Representative in the first instance. The contact details of each Area Representative are published annually in the TUI diary which every member receives. If you are unsure who your representative is, please contact TUI Head Office and they will provide you with the relevant details.

The TUI App

An app for members is available to download from iOS and Android stores using the search word 'TUI members: The App enables members to update their details and to access important documents and communications.

Contact details

If in doubt on any issue, as a member of the TUI you can avail of expert assistance by contacting us:

- Phone: 01 492 2588
- Email: tui@tui.ie
- Website: www.tui.ie
- Facebook: Teachers' Union of Ireland
- Twitter: @TUIunion

Important! Make sure to retain these documents

The TUI advises that you retain the following documents for your personal records and to assist the TUI in the event that you require advice or representation:

- Advertisements for any/all jobs in which you have been employed
- Letter of Offer/Appointment
- Contract(s) and Cover Letter(s) for all jobs in which you have been employed
- All Payslips
- Your Annual Timetables
- All Teaching Council Records/Documentation
- Attendance certificates for all CPD, including Teaching Council Induction
- P60/45

PROTECT YOUR CAREER JOIN THE TUI TODAY

Teachers' Union of Ireland,

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

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

Some advice for new

As you begin your career in teaching or lecturing, members of the TUI Executive

Liz Farrell

TUI President

This September is the first time in almost 30 years I haven't been in school, excited about a new year, new timetable, new students and new challenges. So as I embark on my new role, I wish you every success with yours.

For many of us it is difficult to remember just how daunting embarking on your new career can be, but what we do know is that teaching is a profession that will test you, reward you and shape you as a person. Each day is different, bringing energy, enthusiasm, innovation, learning, laughter, camaraderie, community, difficulties and diversity into your everyday life.

My advice to you all is simple - remember why you chose the profession, what exactly led you to this

point and hold onto that thought through the good days and the more difficult ones. Teaching can be a tough job but one that affords you the opportunity to not just impart knowledge but unleash the potential of others. When that happens, you'll know you made the correct career choice.

I can only wish you every success, and offer as always, the support of the TUI, we will be there to assist at every point in your career. Be proud of what you have achieved to date and aware of the potential that lies ahead.



LIZ FARRELL

Martin Marjoram

TUI Past President

Congratulations on your appointment. You have worked hard for your qualifications and can look forward to a career in education which will be rewarding and challenging. Your skills and knowledge and your enthusiasm for your subject are incredibly valuable – now you have an opportunity to share them in a job that makes a real difference to the lives of our students. Teaching and lecturing are collegiate, collaborative activities. Your colleagues will be supportive and will do what they can to help – ask questions and look for their help and support. Before long, you will have opportunities to assist in turn your current colleagues and those

appointed after you. Your Union has played a vital role in building your sector and your workplace. Get involved, attend TUI meetings and learn about the Union's activities. The TUI has succeeded in improving conditions for newly appointed staff like you, but pay discrimination and precarious employment have not been eliminated. Seek advice from the Union if you think you are not being fairly treated. Your income is your most valuable asset – it is never too early to protect it. Among the benefits of TUI membership is access to an excellent income protection plan – join it!



MARTIN MARJORAM

teachers and lecturers

Committee offer some basic advice on getting the most from your new profession.

Shane Curtin

Colaiste Íde agus Iosef, Abbeyfeale, Co. Limerick

Enjoy the first steps on your career path. You will have reflected on why you want to be a teacher during your time in training but now that it is here, enjoy and embrace the journey. You are making an impact.

The classrooms you are entering have changed from the time you were a student. The last two years have made our students even more reliant on screens and your class time allows for fostering of valuable positive human interaction. Off line debate, praise and criticism is something you can enthusiastically develop. Equally, a student can learn the worth of critical thinking and questioning in your classes.

You, too, should also ask questions. Find the school or centre policies and if you don't understand them ask your colleagues. Most are often only too willing to help but you need to ask. Achieving a sense of shared purpose with your fellow professionals will be very rewarding. This can happen through your subject departments, organising extracurricular activities or through your union.

However, you, yourself will need to achieve a good work life balance. Teaching can be exhausting and difficult but burning yourself out by spending too much of your home time on school work will help no-one in the long run. Do your best but look after yourself.



SHANE CURTIN

Laura Conheady

Carlow Institute of Further Education, Kilkenny Road, Carlow

Firstly, congratulations on your new appointment!

For new teachers to further education, here are a few things I would consider:

- Request access to units of learning or module descriptors for QQI/ITEC/CIDESCO/City and Guilds etc. as soon as possible.
- Don't be afraid to ask and collaborate with colleagues regarding subject/module/units/ plans/briefs etc. Link in with cooperating teacher/mentor and get to know the colleagues in your department.
- Familiarise yourself with the school layout, ethos, policies, first aid, fire safety resources and procedures.
- Practice utilising the online platform that your school/ centre uses to record attendance, notes and for other administrative purposes: VS Ware, Cloudschool, Progresso, Moodle, Google classroom, Teams etc.
- Know the students in your classes and their specific educational needs. Students can present information in several ways for assessment depending on the module/unit.
- Join extracurricular activities such as green schools/ amber flag initiative, social committees/ sports/ school show/exhibitions - I think it allows you to get to know your colleagues better.
- Build a repertoire of resources; If you are on social media; add subject specific groups - they are a great resource.
- Contact educational websites or publishers for sample books or for online access.
- TUI will be running online workshops on a range of different topics throughout the year starting in September on information such as conditions of service, leave, contracts etc. It's a great resource to tap into.



LAURA CONHEADY

- Be on time, organised, have a routine and plan for your lessons.
- Make your subject relatable to the students in front of you.

Updates on Further Education and Training issues

Tutors

The Chairman's Note Process

Representatives of the TUI, including then President Martin Marjoram, and our colleague union SIPTU met with senior members of management of the Department of Further and Higher Education, Innovation, Research and Science and the Department of Education on 30th June, 2022 in relation to progressing matters related to Adult Education Tutors. The TUI's new President Liz Farrell attended a reconvened meeting of the parties met on Thursday 28th July, as a member of the TUI delegation.

The following is the note of the meeting received from management which accurately reflects the outcome of the robust discussion which took place:

Note of Meeting held 28 July 2022

The Departments acknowledge that both SIPTU and the TUI are strongly of the view that it is unacceptable that an offer was not brought to the table for discussion, but welcome their acknowledgment that comprehensive and detailed engagements are taking place to determine an agreed approach on which an offer will be based; the Departments recognise the imperative to ensure that these negotiations are successfully concluded so that the essential and valuable services committed to can be put in place. It is their aim that an agreed approach be reached with DPER in early September, which will then enable an offer to be put to the Unions later in September. DFHERIS noted that the Minister has highlighted the importance of resolving this issue in light of the key role played by Adult Tutors in meeting essential learning requirements in the

Further Education sector.

As noted, the TUI made it clear to the management side that it would be intolerable for an offer not to be forthcoming before the conclusion of September.

Access to Schemes of Leave and Pension for Tutors

In November 2019, following a number of conciliations at the Workplace Relations Commission between the Department of Education and Skills, ETBI, SIPTU and TUI the following agreement was reached in respect of Tutors in Further Education:

1. In respect of access to leave schemes and paid leave, Tutors will have access to these schemes on the same basis as other staff in ETBs (other than Teachers and SNAs)
2. Tutors who are eligible to be members of a public service pension scheme and are not already members will be given membership. This does not include self-financing Tutors (who are ineligible for public service pension scheme membership) or those Tutors who were employed prior to 2008 and who previously turned down the option of joining the pension scheme.

Whether owing to the pandemic, or otherwise, it came to the Union's attention in early 2022 that not all of the provisions of this agreement were being applied, and in some cases ETBs had erroneously failed to act on the agreement with individual cohorts of 'tutors' e.g. Music Generation Tutors. In May 2022, following representations by the TUI, the relevant Departments issued correspondence to Chief Executives to reassert and clarify the requirements of the agreement.

Youthreach Conciliation

The TUI secured a significant advance for persons to move to and from Youthreach from other settings while ensuring continuity of progress within the careers. Circular Letter 19/2020, secured by the TUI, provided an incremental credit scheme for persons to claim credit entering Youthreach settings.

The latest agreement states that 'Persons who have been/are appointed as teachers in a recognised post-primary school or Further Education Setting and who have service as a Youthreach Resource Person and/or Coordinator may apply to have all service in those grades considered as teaching service, solely for the purposes of incremental credit'

This provides opportunities for members to move to and from Youthreach settings while respecting their experience as being comparable in all settings. The Union continued to engage over the summer months in order to ensure the application of the agreement, both retrospectively and to persons who moved over the summer.

The TUI is now seeking to reconvene the conciliation, under the auspices of the Workplace Relations Commission, to continue to progress the Unions' priorities in relation to improving the terms and conditions of service for members working in Youthreach settings.

Cubbie helps students spend more time participating in class and less managing their sensory needs

Cubbie - Personalised Sensory Regulation (PSR) does this

Predictably and reliably

In 5-15 minutes

Together we can help to unlock the potential of autistic and neurodivergent students



Cubbie – Personalised Sensory Regulation (PSR) is distinguished by being a digital, software-driven quick, easy-to-use, immersive personal space of sound and vision, free from disruption and wheelchair friendly

David, the Cubbie founder, had little experience with autism until two of his daughters were diagnosed. He set out to use technology to better help them and all autistic and neurodiverse people than the commonly accepted, traditional analogue sensory room



Results to expect...

Our research shows that sensory overload is reduced by 75% and classroom participation is increased by 50%. 20% of teaching time is spent dealing with dysregulation. With a Cubbie, 66% of this is recovered.

Schools report that currently, they can successfully manage a maximum of four students on a good day.

With a Cubbie, this rises to more than twenty students. Cubbie is not just for Autism and sensory needs though, Cubbie is also a safe space for anxious students and teachers looking for a quick mindfulness break.

A rare example of stretched schools being able to do more for less!

Cubbies are in over 70 locations in Ireland

Blackrock College, Co. Dublin

Comeragh College, Co. Tipperary

Atlantic Technological University, Co. Galway & Co. Mayo

For all Irish schools visit www.cubbie.ie/network



Southern Regional College, Co. Armagh



Current NCCA consultation processes

The National Council for Curriculum and Assessment (NCCA) is currently engaged in two consultation processes. They are on:

- **Draft Guidelines: supporting teaching and learning in care and detention schools**
- **Junior Cycle SPHE**

Both consultations can be accessed on the NCCA website.

The TUI would like to strongly encourage members working in those areas to get involved in the consultations. The consultation on the *Draft Guidelines: supporting teaching and learning in care and detention schools* ends on September 16th. The SPHE consultation ends on October 18th.

If you have any questions in relation to these processes then please do not hesitate to contact the NCCA directly (info@ncca.ie) or alternatively the TUI Education/Research Officer, David Duffy (dduffy@tui.ie).

The TUI welcomes both consultation processes. We are encouraging our members to get involved and we look forward to the outcome of the consultation. As well as the curriculum issues involved, we must also take note of wider issues that are not necessarily the preserve of curriculum but do have an impact.

In the case of care and detention schools, it is vitally important that staff be provided with adequate support, staffing and resources generally. The TUI has recently asked the Department of Education to prioritise access to curricular CPD for staff working in these centres. The absence of a post-primary school roll number should not prevent teachers from being able to access curricular CPD.

In the case of SPHE, schools have a clear responsibility for delivering the RSE programme but, in the broader societal context, parents/guardians and families clearly have a primary responsibility in terms of fostering values and practices in relation to sexual health and relationships that are positive and underpinned by respect for oneself and others. Indeed, Article 42 the Irish Constitution cites the family unit as the 'primary educator'.

It should be noted that teachers generally would not consider their delivery of the RSE programme to be constrained by what was prescribed twenty years ago. They have had to take into consideration developments in the intervening period. Therefore, they routinely address matters such as marriage equality, LGBTQ+ issues, consent, contraception, safe use of social media etc. Indeed, not only are these matters addressed through RSE but are also often captured as part of other subjects such as Religious Education, Politics and Society, Computer Science, CSPE, SPHE/Pastoral Care and are also expected to be included in revised subject specifications for Leaving Certificate Applied ICT.

Schools need to be able to decide which teachers are best suited to teaching sensitive matters such as sexuality. These teachers must be able to access high-quality CPD to enable them to carry out this sensitive task. The Department has a responsibility to provide this CPD at a time and venue that is convenient to teachers.

The TUI has a concern that RSE is not available equally in all school settings. The TUI strongly supports the Constitutional protection of religious freedom but also believes that RSE should be available to all

students unless the parents of a student explicitly ask for their child to be exempt. The availability of RSE should not depend on the religious ethos or otherwise of the individual school.

The TUI is aware of reports of some materials and/or speakers being used to support the delivery of RSE in some schools may not be in line with best practice of independence and the provision of non-directive expert knowledge. The TUI believes that it can be useful for schools to use outside materials and/or speakers to support particular parts of the RSE programme. However, it is important that schools are confident that the materials or speaker are in line with best practice and that particular agendas are not pushed by the materials or speaker. It would be helpful to schools if the Department could develop additional resources that schools could then have confidence in using.

In March 2018 the Oireachtas Joint Committee on Children and Youth Affairs issued a report on the topic of cyber-security and made recommendations regarding schools, such as cyber-safety education being part of the curriculum. It should also be noted that 'risky' internet behaviour usually, by its very nature, happens outside of school premises. Parents have a clear responsibility regarding the safety of their children outside of school and it may be unconstitutional for schools to take over that role. It is interesting to note that a CyberSafeIreland survey found that more than one-third of eight to ten-year-olds rarely or never spoke to their parents about online safety despite 10% of those surveyed being online for more than four hours per day and 40% of survey respondents peaking to strangers online (RTE News February 5th 2019).

TUI's Climate Change Advisory Committee

At TUI's Annual Congress 2019 the following emergency motion was adopted:

EMERGENCY MOTION NO. 1 Limerick City/ Co. Limerick/ Co. Kerry/ Dublin C&C/ Co. Clare/ Dublin Colleges/ Cork C&C/ IADT/ Co. Galway/ Limerick C&C/ Co. Kildare

Congress instructs the Executive Committee to express public support for the second student global climate strike on May 24th and their ongoing campaign.

As part of the statement of support, Congress also instructs the Executive Committee to establish a climate change advisory committee to make recommendations and present concrete steps on how TUI can significantly reduce its carbon footprint and show leadership in tackling the current and future climate change crisis.

As well as continuing the Union's support of global climate strikes, the TUI established a Climate Change Advisory Committee, the role of which shall be:

1.1 To devise recommendations for the consideration of the Executive Committee to address the TUI's responsibilities to tackle climate change and address environmental sustainability goals.

1.2 To consider Education Sector policies on climate change and environmental sustainability goals and advise the Executive Committee on such policies as they relate to matters including, but not limited to: education policies, relevant curricula, Industrial Relations Issues, procurement and infrastructural issues in the Education Sector and any other sectors relevant to the Union.

1.3 To advise the Executive Committee on the Union's participation in campaigns that relate to climate justice, the climate emergency and environmental sustainability.

The Executive Committee co-opted members who are active in the area of climate justice in their respective branches and nominated a member of the Executive Committee to chair the Climate Change Advisory Committee. Membership may be varied by the Executive Committee from time to time and will aspire to ensure representation reflects the broader membership. The current membership of the Council is as follows:

- Shane Curtin (Chairperson)
- Jerriann O'Sullivan
- Cillian O'Neill
- Séan Shanaghar
- Paula Tiller

The committee composed and disseminated a number of motions relevant to climate justice for Congress 2022, leading to the inclusion of a specific section of motions for climate issues. The six climate motions taken were all passed and currently are part of the Union's workplan for Congress 2023 and beyond.

In June the Committee met with representatives of University College Cork (UCC) with a view to engaging in the development of Continuous Professional Development courses, to be run by UCC, for teachers engaging in climate justice issues in their schools.

The Committee is currently devising a number of surveys to support the Union in broadening its understanding of how best to tackle the climate emergency in our schools and in our society.



Why join TUI?



10 Reasons...

01 Pay and Conditions

TUI campaigns for improvements in members' terms and conditions.



02 Together we are stronger

TUI represents over 20,000 members.



03 Let your voice be heard

We value your input and views.



04 Education & Professional Matters

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



05 Proven Track Record

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



06 Up-to-date information through...

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



07 Salary Protection & Insurance

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



08 Advice from Professionals

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



09 National Representation

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



10 TUI Credit Union

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



Have we your correct membership details?



Have you transferred from one employer to another?

If the answer is "Yes" please ensure that you complete a new **Deduction at Source (DAS) form** immediately!

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

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



Participate in Union ballots and/or surveys



Receive Union advice and guidance

You can update your details by logging into <https://www.tuiservices.ie/updatedetailsshortcut.aspx>

Rule 89 states:

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

From 1st January 2019, this rate shall be 0.8% of gross annual salary inclusive of any and all allowances paid. The maximum annual subscription paid will be capped and shall not exceed 1% of the third point of the Common Basic Scale (pre-2011), rounded to the nearest euro.

In the event of a change in the Common Basic Scale, the resultant change in the maximum annual subscription will apply from 1st January of the following calendar year.

The only exception to this shall be new members in their first year of teaching who are on the revised Common Basic Scale for New Entrants, who shall pay a nominal fee of €1 for their first year's subscription.



Are you planning a Career Break, Leave of Absence or any other form of unpaid leave e.g. maternity or parental leave?

If the answer is 'Yes' please contact the TUI membership section

for members in the ETB sector:

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

or

for members in Technological Universities and the Community & Comprehensive sectors:

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





MEMBERSHIP APPLICATION FORM

Teachers' Union of Ireland / Aontas Múinteoirí Éireann

73 Orwell Road, Rathgar, Dublin 6, D06 YP89. T: 01 492 2588 E: tui@tui.ie W: www.tui.ie

Answers are required to **all** questions in order to process your application:

Personal Details

Please circle: Mr / Miss / Mrs / Ms / Mx Surname in English: Surname in Irish:
Previous surname(s) (if any): First Name(s):
Home Address:

School / Centre / Institute / Technological University (name and address/department):

Date of Birth: Mobile Tel: Personal email address:

Academic Qualifications (All):

Degree Subjects:

Subjects Taught:

Date of Appointment (Current Employer): Date that you first commenced teaching:

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

Is your post... **Permanent/CID:** Full hours/whole-time? ☐ Fewer than full hours?* ☐ *If on fewer than full hours, please indicate the number
Non-Permanent: Full hours? ☐ Fewer than full hours?* ☐ of regular weekly timetabled hours.
Job-share? ☐

Are you registered with the Teaching Council? Yes ☐ No ☐ Date you commenced teaching:

Union Membership

Have you previously been a member of the TUI? Yes ☐ No ☐

If yes, please give the dates of your membership and your former branch:

Have you been a member of any other union? Yes ☐ No ☐

Are you currently a member of any other union? Yes ☐ No ☐

If yes, please give the dates of your membership and your former branch:

I consent to the TUI contacting this union/these unions in accordance with the Constitution of the Irish Congress of Trade Unions ☐

A. I am a new applicant in my first year of teaching and therefore I am eligible for one year's membership subscription at the nominal fee of €1. ☐

B. I am a new/returning applicant who is not in my first year of teaching and am therefore not eligible for €1 membership. ☐

It is a requirement of membership that TUI rules, policies and procedures are adhered to in all union activities (see TUI Rule Book and Members Diary and Handbook). The union retains a copy of the application form for the duration of membership and as required under TUI Rule.

New Members

I hereby apply for membership of the Teachers' Union of Ireland, and, if accepted, agree to be bound by the Rules of the Union. I confirm the details on this form are correct.

Signature: Date:

Incomplete or inaccurate information given on this form may affect the TUI's ability to represent you as a member.

TUI Data Privacy Policy

The TUI's Data Privacy Statement is available on our website, www.tui.ie. The statement explains how and why the TUI processes personal data in accordance with the General Data Protection Regulation (GDPR). TUI will process your personal data for the legitimate work of the union. TUI will provide you with access to your personal data upon valid request. TUI is committed to protecting your personal data by having secure storage facilities, authorised access, retention and deletion and breach control measures and by maintaining accuracy.

Consent

Under GDPR, data relating to membership of a trade union is classified as 'personal data'. In order for the TUI to process your membership application and to act as your trade union representative, TUI requires your explicit consent in relation to the following areas. Please indicate your consent by ticking the boxes below: **I agree** to the following (please tick the relevant box if you consent):

- In order to complete my application, I consent to the TUI contacting my employer to confirm that I am employed as stated on my application form. ☐
- I consent to TUI confirming my membership details with agreed service suppliers such as; the TUI Credit Union, Cornmarket Insurance and other suppliers of schemes offered which I seek to join. ☐

I hereby consent to the TUI processing the special category of personal data as indicated above. I fully understand that I am consenting to the TUI disclosing to the payroll section of my employer that I am a member of the TUI (or am applying for membership).

Signature: Date:

You may withdraw consent at any time by writing to the TUI Data Protection Officer:

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

Note: 1. Once all sections of the membership application form are fully completed please forward it to the Membership Section, TUI Head Office, 73 Orwell Road, Rathgar, Dublin 6, D06 YP89. Applications received will then be forwarded to the relevant Branch Secretary for Branch consideration.
2. Please return a fully completed DAS form (attached) with your application form. DAS forms are also available from your TUI workplace representative, TUI Head Office or, online, at www.tui.ie.

OFFICIAL
USE ONLY

New Member: ☐ Existing Member: ☐

Number: Area:

Branch:



DEDUCTION AT SOURCE AUTHORISATION FORM

Teachers' Union of Ireland / Aontas Múinteoirí Éireann

73 Orwell Road, Rathgar, Dublin 6, D06 YP89. T: 01 492 2588 E: tui@tui.ie W: www.tui.ie

Answers are required to **all** questions in order to process your deduction:

Personal Details

Please circle: Mr / Miss / Mrs / Ms / Mx Surname in English: Surname in Irish:
Previous surname(s) (if any): First Name(s):
Home Address:

School / Centre / Institute / Technological University (name and address/department):
TUI Branch:

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

Is your post... **Permanent/CID:** Full hours/whole-time? ☐ Fewer than full hours?* ☐ *If on fewer than full hours, please indicate the number
Non-Permanent: Full hours? ☐ Fewer than full hours?* ☐ of regular weekly timetabled hours.
Job-share? ☐

Deductions

Payroll Number /Employee Code / Staff Number - as it appears on your payslip:

Deduction at source cannot be processed without payroll number. Please ensure this number is correct. Incorrect numbers can lead to delays in processing this request.

Authorisation

I hereby authorise the payroll department of (please tick one option only and fill in the details):

- ☐ Education and Training Board – please state the ETB _____
☐ Institute of Technology/Technological University – please state the IoT/TU _____
☐ The Department of Education

To make a deduction from each salary cycle of the union subscription appropriate to my employment at any time and pay this amount to the TUI on my behalf. I understand and agree that:

- The deduction at source facility is being made available solely as a matter of convenience to me.
- Beyond paying the sums deducted to the Teachers' Union of Ireland, the employer accepts no responsibility of any kind in the matter.
- The deduction is to commence as soon as possible and to continue until and unless I serve further written notice to the Teachers' Union of Ireland.
- The Teachers' Union of Ireland has the right to alter the amount of this deduction in line with agreed amendments in the rate of subscription.
- Any arrangements for refund of deductions or collection of arrears are to be made directly with the Teachers' Union of Ireland and that the employer will not be responsible for such matters.
- It is my own responsibility to ensure the correct deduction is made from my salary and to notify the Teachers' Union of Ireland if I wish to amend or cancel the deduction from my salary.
- There may be a delay in commencing or ceasing my deduction due to payroll scheduling and the fact that amendments to mandates are submitted to the employer on a monthly basis.
- I will correspond directly with the Teachers' Union of Ireland in relation to the deduction from my salary or the product that I am availing of.
- The TUI will advise the Department of Education/ETB/IoT/TU in a timely manner of all corrections made to your personal data in relation to the processing of the Deduction at Source request only.
- It is my responsibility to inform the TUI of any change to my employment status.

The amount of the subscription is determined by TUI Annual Congress.

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

TUI Data Privacy Policy

The TUI's Data Privacy Statement is available on our website, www.tui.ie. The statement explains how and why the TUI processes personal data in accordance with the General Data Protection Regulation (GDPR). TUI will process your personal data for the legitimate work of the union. TUI will provide you with access to your personal data upon valid request. TUI is committed to protecting your personal data by having secure storage facilities, authorised access, retention and deletion and breach control measures and by maintaining accuracy.

Consent

Under GDPR, data relating to membership of a trade union is classified as 'personal data'. In order for the TUI to process your deduction at source request, TUI requires your explicit consent. Please indicate your consent by reading the following statement and signing below:

I consent to the TUI disclosing my details to the payroll section of an employer for deduction at source of union subscriptions. I fully understand that this allows the TUI to disclose to the payroll section of my employer that I am a member of (or applying to become a member of) the TUI.

Signature: _____ Date: _____

You may withdraw consent at any time by writing to the TUI Data Protection Officer:
TUI Data Protection Officer, 73 Orwell Road, Rathgar, Dublin 6 D06 YP89 or by emailing dpo@tui.ie.

OFFICIAL
USE ONLY

New Member: ☐ Existing Member: ☐

Number: _____

Area: _____

Branch: _____

Vacancy – TUI representative on the NCCA Development Group for Leaving Certificate Physics

Following on from the retirement of a member, the TUI currently has a vacancy to fill on the NCCA development group devising a revised subject specification for Leaving Certificate Physics. The TUI would welcome applications from interested members.

Correspondence issued recently to schools and centres setting out

details of how to apply. If you are interested in becoming involved please contact your local branch for its nomination. Applications (marked 'NCCA development groups') should reach TUI Head Office no later than noon on October 7th, 2022. It is expected that applicants will be informed of the outcome by late October. It is recommended by the NCCA that applicants not serve on

more than one subject development group and hence applicants are asked not to apply for both development groups.

If you have any questions then please don't hesitate to contact the ERO, David Duffy, at dduffy@tui.ie.

RETIRING SOON?

**FREEDOM FROM WORK
DOES NOT MEAN
FREEDOM FROM THE COST OF LIVING**

*Join the TUI Retired Members' Association
and be involved
in promoting your interests in retirement*

YOUR FIRST YEAR'S MEMBERSHIP IS FREE

Joining is simple

*Visit the RMATUI Website: www.rmatui.ie
and fill in the online application form*

**DO NOT LEAVE IT TO OTHERS
If we don't care who will?**



RMA News

I hope everyone had a pleasant summer.

We held our AGM in the Harbour Hotel, Galway on May 18th 2022 after an absence of two years and it was very successful with almost 50 RMA members present. A number of amendments to our Constitution were passed which make it more coherent and have since been approved by the TUI Executive Committee. The revised Constitution is also downloadable from the RMA website.

Resolutions were passed dealing with TUI support in relation to pensions and Building Momentum, Pensioners'/Retired Workers' Rights Bill and communication with members. Guests at our AGM included the Retired Secondary Teachers' Association. TUI was represented by Liz Farrell, who was then Vice-President and Seamus Lahart, Assistant General Secretary. The then President Martin Marjoram and Michael Gillespie, General Secretary later joined us after attending a meeting in Dublin.

Martin Hoye was re-elected RMA Chairperson and Mary Lane Heneghan was elected Social and Cultural Officer. They join Treasurer Tim O'Meara, Membership Officer Michael McNulty, Website/IT Officer Mark Jordan and Secretary Dan Keane to form an Officer Board to work on behalf of RMA members over the coming year.

A number of members of long standing on the RMA management committee stepped down at our AGM and I want to take this opportunity to thank them on your behalf for all they contributed to the RMA over a number of years.

Thanks to Risteárd O' Craoibhin, Moya Corry, Paddy Healy and Peter Murphy for their hard work on behalf of members. To their replacements Mary Lane Heneghan, Mick Daly, Tom Fennell and Daithí Mac An Aircinn - welcome on board and we look forward to working with you!

The contact details for the new members as well as the existing members of the management committee can be found on our website www.rmatui.ie

Pensioners'/Retired Workers' Rights Bill

The Bill tabled by Deputy Bríd Smith a year ago has been deemed to have passed its second stage. However, before it can be considered at Committee Stage, it must pass examination by the 'Scrutiny' committee. This should now be taking place. It is worth noting, that there were no objections to it at the Second Stage, but Government and others may bring forward amendments to it at Committee stage.

Building Momentum

The impasse continues for our ETB retirees despite our best efforts. Correspondence which issued in late June indicated that overdue restoration of Allowances to post-2012 retirees may not be finalised until year-end (December 2022). That, in turn, is delaying payment of the 1% due under Building Momentum from October 2021 (and the second 1% due from October 2022). As far as we can establish, the root cause is the failure by many ETBs to make the necessary calculations and to return them to the PSSC for payment. The PSSC has no role in doing the calculations.

Autumn Break

We will be having our Autumn break in The Kilford Arms, John Street, Kilkenny on October 18th, 19th and 20th.

Whether you are a 'regular' or a first timer, you are welcome to join us in Kilkenny for what should be an enjoyable and relaxing break.

The three-night package includes dinner each evening and the use of all the hotel's facilities

The cost per person sharing is €225 inclusive, and €285 for a single.

We will visit Kilkenny City's highlights (and the Medieval Mile) one day and go on tour the other.

Booking

Please contact the hotel directly to book. You can do so by phone: 056 7761018, or by email to: info@kilfordarms.ie

Please book by September 21st as rooms may not be held after that. The hotel is within walking distance from the Train Station and there are detailed directions on the hotel's website: www.kilfordarms.ie Check your membership renewal notice pack or the website for other details.

Reminders

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

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

Dan Keane, RMA Secretary



Sponsored by

cornmarket
group financial services ltd

Congratulations to:
Vol 44 No 5 winner
*Eimear Hurley, Davis College,
Mallow, Co. Cork*

Crossword

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

Only one entry per member.
Photocopies can be submitted.

Name _____

Workplace _____

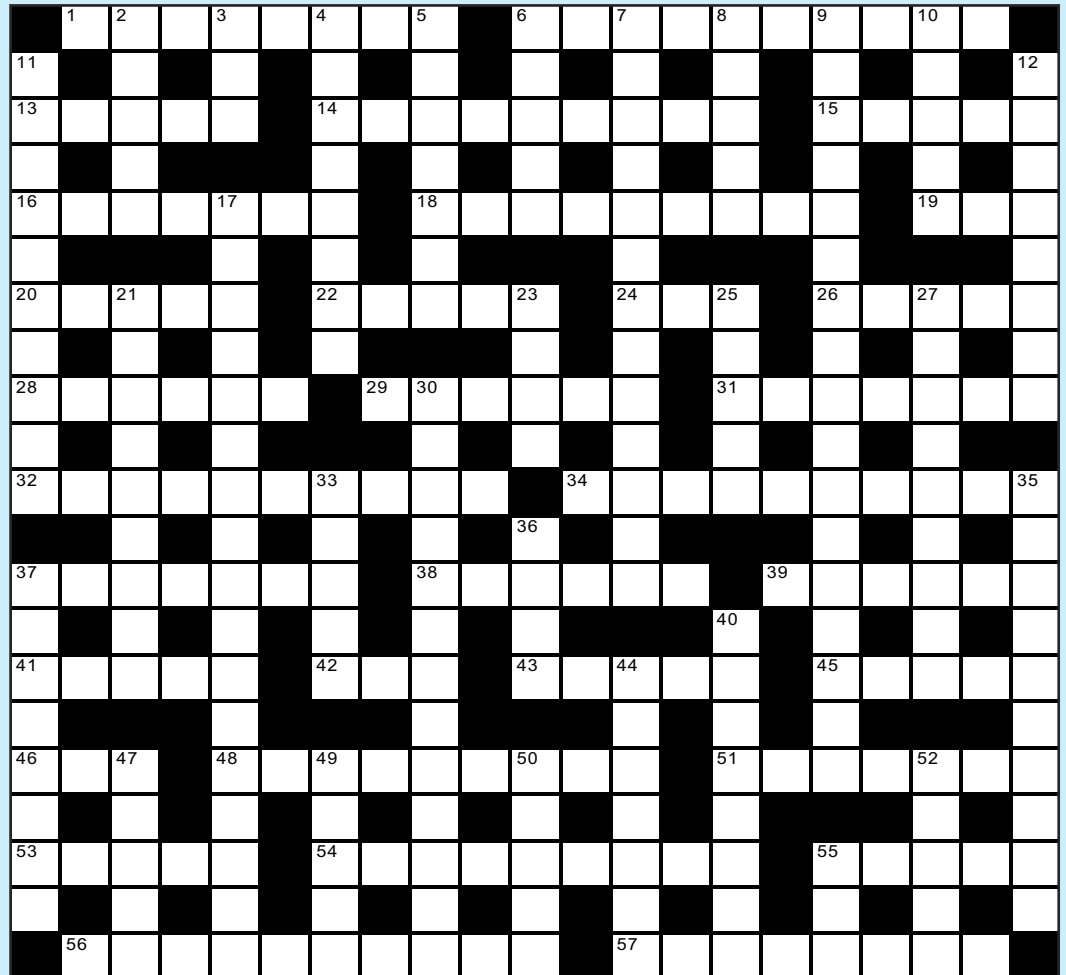
Address _____

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TUI Branch _____

Send entries to
TUI Crossword September 2022,
TUI, 73 Orwell Rd, Rathgar,
Dublin 6, D06 YP89.

Closing date for entries:
Wednesday, 2nd November 2022.



ACROSS

- 1 A vain and talkative person (also archaic term for a parrot) (8)
- 6 A radiant or resplendent quality or state (10)
- 13 A ski run densely packed with snow (5)
- 14 1946 Alfred Hitchcock film starring Cary Grant and Ingrid Bergman (9)
- 15 A group or class of persons enjoying superior intellectual or social or economic status (5)
- 16 Meet the requirements or expectations of (7)
- 18 Repetitive and persistent (9)
- 19 Stake on the outcome of an issue (3)
- 20 Cause to move back by force or influence (5)
- 22 Task or area of activity officially assigned to an individual or organisation (5)
- 24 A pompous fool (3)
- 26 Approach or come to completion or perfection (5)
- 28 A line of argument rationalizing the course of action of a government (6)
- 29 A symbol of disgrace or infamy (6)
- 31 Floating leaves of genus *Nymphaea* (4,3)
- 32 From French 'en bon point' – in good condition (10)
- 34 Relating to an episodic style of fiction dealing with the adventures of rogues or rascals. Also, 2005 studio album by The Decemberists (10)
- 37 Acting to neutralize acid (especially in the stomach) (7)
- 38 Characterized by unity; being or joined into a single entity (6)
- 39 Of, in, along or relating to a line; involving a single dimension

(6)

- 41 The lowest adult male singing voice (5)
- 42 Have a meal (3)
- 43 Snarled or stalled in complete confusion (5)
- 45 One who accepts an offer (5)
- 46 The starting place for each hole on a golf course (3)
- 48 A small piece of table linen (9)
- 51 The qualities of a hero or heroine; exceptional or heroic courage when facing danger (7)
- 53 A unit of weight equal to one sixteenth of a pound or 16 drams or 28.349 grams (5)
- 54 What needs to be eaten to sustain a person's body (9)
- 55 Computer system used by an Garda Síochána (5)
- 56 Wealthy industrialized capitalist countries (5,5)
- 57 (Yiddish) excessive sentimentality in art or music (8)

DOWN

- 2 The beginning or early stages (5)
- 3 A strong emotion; a feeling that is oriented toward some real or supposed grievance (3)
- 4 A field where junk is collected and stored for resale (8)
- 5 A silvery metallic element used in magnesium and aluminium alloys (7)
- 6 Fraudulent business schemes (Australian, informal) (5)
- 7 An illusory state of wellbeing (5,8)
- 8 A fine, smooth cotton thread used especially for stockings (5)
- 9 A list of all those people who are registered to vote in a particular area (9,8)

- 10 Go upward with gradual or continuous progress (5)
- 11 The mark used to indicate the omission of one or more letters from a printed word (10)
- 12 Headed or intending to head in a certain direction (8)
- 17 Self-awareness plus the additional realization that others are similarly aware of you (4-13)
- 21 Inflammation of a vein (usually in the legs) (9)
- 23 A one-piece cloak worn by men in ancient Rome (4)
- 25 A Latin American style of music, influenced by jazz (5)
- 27 Someone who is small and insignificant (9)
- 30 A sequence of words or sounds, typically of an alliterative kind, that are difficult to pronounce quickly and correctly (6,7)
- 33 Golden -----, an old song or film that is still well known and popular: (5)
- 35 A conical acoustic device formerly used to direct sound to the ear (3,7)
- 36 1995 film directed by Larry Clark starring Chloë Sevigny (4)
- 37 A strong drive for success (8)
- 40 Any of various small short-tailed songbirds with strong feet and a sharp beak that feed on small nuts and insects (8)
- 44 Continuing forever or indefinitely (7)
- 47 The feeling of being bored by something tedious (5)
- 49 Re-establish on a new, usually improved, basis or make new or like new (5)
- 50 The ----- Man, 1949 film noir directed by Carol Reed (5)
- 52 An arm of a larger body of water (5)
- 55 A leguminous plant of the genus *Pisum* with small white flowers and long green pods containing edible green seeds (3)