



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

VOL.45 / NO.5

March 2023

TUI ANNUAL CONGRESS 2023

TUESDAY 11TH TO THURSDAY 13TH APRIL, CORK

Recruit
Retain
Reclaim

PAY

Second
Level

Third
Level

Further
and Adult
Education

Education
Issues

Conditions
of
Service

Funding

Health
and
Safety

Pensions

Equality

Examinations

FULL REPORT ON ANNUAL CONGRESS 2022 RESOLUTIONS INSIDE

A Word from the President – Liz Farrell

CONTENTS:

- p.2 A Word from the President
- p.4 Shelving of flawed Leaving Cert plan welcome
- p.5 Remembering Christy Conville
- p.6 2% pay increase
- p.7 Survey shows strong support for voluntary redeployment scheme
- p.8 Adult Education Tutors Oireachtas lobby
- p.9 Report on Annual Congress 2022
- p.42 Updates from the Teaching Council
- p.43 RMA News
- p.44 Crossword

CONGRESS 2023

On behalf of all TUI members I want to convey thanks to everyone involved with the preparations for Congress. The organising committee, the Standing Orders Committee, the local branches, the team in head office and you the members, collectively make Congress a successful event. The theme for this year's Congress is Recruit, Retain, Reclaim, and seeks to highlight issues across all the sectors and grades we represent. I look forward to seeing you all in Cork and developing and debating the policies of the future.

SECOND LEVEL

Joint conference with the ISSU

In January of this year the TUI and the Irish Secondary Students' Union (ISSU) held a joint conference to discuss Senior Cycle Redevelopment. Attendees on the day included representatives from TUI and ISSU Branches, Department of Education Officials, representatives from the ASTI, NAPD and parents. The event provoked articulate and astute recommendations from attendees however, the movement of Paper 1 of Irish and English into 5th year dominated, possibly because of its immediacy. The TUI has stated on many occasions that this decision is regressive and educationally unsound, while the ISSU was clear that they

could not support the changes given, "the lack of information, stakeholder consultation and the current inadequate timeframe for implementation".

TUI/ASTI/NOTE/An Gréasán joint statement

Similarly, the TUI and the ASTI met with the subject associations for both English and Irish and resolved to issue a statement highlighting their collective concerns. The statement was published and received a lot of media attention. The interim measure to place a State exam into 5th year simply undermines the process of reshaping the Leaving Certificate and it also erodes the trust of all teachers as participants in that process

Minister announces deferral of interim measures

Finally, on foot of all the issues raised and work undertaken by TUI members the Minister announced she had listened to our concerns and had decided not to proceed with the plan to move one of the papers in English and Irish to the end of fifth year. Continuous pressure was applied on the Department, statements were issued, conferences organised, and branches informed, it appeared the Department was not for turning. Almost a year after the initial announcement, finally, Cabinet, teachers and students were updated that the measures are to be deferred.

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It must be noted that TUI members want to see, and have advocated for the redevelopment of the Leaving Cert. The process must involve meaningful engagement with teachers and expert practitioners, sadly that did not happen in this instance.

The Minister has also announced the establishment of the Senior Cycle Redevelopment Programme Delivery Board and the Senior Cycle Redevelopment Partners' Forum. We look forward to feeding into the forum on a regular basis. Our input and support will be required to ensure that future change is educationally sound and underpinned and influenced by those who will ultimately implement any such changes

Teaching hours extension scheme

Information Note TC/IN 0001/2023 provides for an increase in the maximum number of additional hours provided for under Circular Letter 0071/2022 from 20 hours to 35 hours in terms two and three of this year's school calendar. The TUI is seeking a similar model to be provided for in the further education sector, while still maintaining our position that the original circular is too restrictive to operate efficiently and effectively.

Teacher redeployment

The results from the TUI survey on redeployment are in. Thanks to the multitudes of members who completed the survey, details of which you can read in this magazine.

FURTHER EDUCATION

Adult education tutors

The TUI held an information meeting with members of the Oireachtas in February in relation to the Government's failure to honour the commitment to provide an offer of an incremental salary scale, as per collective agreements from 2013 onwards, and on foot of a Labour Court Recommendation in 2020. The TUI representatives on the day spoke about the frustrations of members, the history of the claim, the reality on the ground for tutors and encouraged those in attendance to highlight the inadequacies of a system where the industrial relations mechanisms of the State are superseded by the Department of Public Expenditure and Reform. Representatives of the Dáil and Seanad have committed to progress this issue and have been provided with the facts underpinning the initial claim. The Minister of the DFHERIS has already been questioned

in the Seanad and has provided a commitment to try to resolve the issue as soon as possible.

Organisation and Design

The TUI remains committed to ensuring that our members are represented as ETBI continue to undertake the Organisation and Design of the 16 ETBs. The group has had no further engagement since December of last year, despite the TUI stressing its availability to meet and engage.

Teachers' Conciliation Council

At the Teachers' Conciliation Council concerns were raised relating to the position of the Principal within our Colleges of Further Education. The TUI was given assurances that the TCC will maintain all terms and conditions for all teaching staff in FE colleges.

THIRD LEVEL

Sectoral Bargaining

The Sectoral Bargaining negotiation process has concluded at third level. Communication with members on the ground up to this point has been limited, primarily given the shifting parameters involved, access to personnel in DFHERIS and of course the sensitivity of the negotiation process. The TUI has prioritised AF 25/2015 as it is the longest-running case for which we needed to seek progress, however the process will encompass a wider cohort of lectures than just those involved in AF 25/2015. An Expression of Interest Form is to be drawn up and the TUI will issue explanatory notes to members when this is finalised and once we have more detail.

It is worth noting, yet again that the entire Sectoral Bargaining Process has been fraught with difficulties. The TUI is proud that as a Union we stood in solidarity with members and sought to engage with the process to conclude outstanding claims, however it must be said, using our own money to settle the failures of Government is galling in the extreme. While we stand unique among our fellow trade unions for using the money in such a way, Government needs to know that the Sectoral Bargaining Process is repugnant and insulting to members and not one which we wish to engage with in the future.

Similarly, it must be acknowledged that the calculation of the fund available was significantly disputed throughout the negotiations, with costings from the



TUI PRESIDENT, LIZ FARRELL

TUI eventually being accepted which added substantially to the final fund available.

The 1% pay adjustment in February 2023 of this year has issued, see Circular 001/2023 as has Circular 002/2023 which provides for the pay increases in March under Building Momentum.

OECD review

The engagement with the OECD review has been tremendous from all our branches. Meetings have examined and engaged with the report in a constructive and forthright manner. At our last meeting of the Executive Committee, it was agreed that this should be the topic of our parallel session at Congress. It will give delegates the opportunity to discuss and direct the policy of TUI as we move forward

THANK YOU!

Finally, I want to say a genuine and sincere thank you to all of you who are members and active within the TUI. I look forward to Congress and meeting many of you in Cork where you, the members will determine the policies and position of the TUI for the year ahead.

Shelving of flawed Leaving Certificate plan welcome, but real engagement with unions now required to ensure positive Senior Cycle change

In a joint statement with the ASTI on 28th February, the TUI welcomed the confirmation that the Minister for Education and her Department had decided to shelve plans for students to sit Paper One of the terminal Leaving Certificate examinations in both English and Irish at the end of fifth year.

The TUI had stated at all times that this was an educationally regressive move that would have increased pressure on students, who would have faced a high stakes examination in both fifth and sixth year. To make matters worse, those who entered fifth year directly from third year – around 25% of the cohort – would have had three concurrent years of State examinations under the plan.

In a concerted campaign against the move, TUI organised a number of consultations with our ASTI colleagues, subject associations INOTE and An Gréasán and also the Irish Secondary Schools Union (ISSU). A joint statement with the ISSU in which both organisations criticised the educationally unsound plan received significant coverage, as did joint statements with the ASTI and the subject associations.

In recent weeks, TUI's General Secretary



and President were interviewed on the issue on a number of high profile national programmes, including RTE's television news bulletins, RTE's This Week, News At One and Drivetime programmes, Newstalk's Hard Shoulder programme and on a range of regional radio programmes.

We have always made the point that teachers are in favour of positive, coherently-devised change that enhances the education service. However, a clear

educational basis for this proposal was never presented.

While we are glad that the Minister and her Department ultimately listened to the unified voice of the stakeholders on this issue, meaningful engagement that fully acknowledges the voice of the practitioners is now required to ensure that future Senior Cycle change is educationally sound and does not increase pressure on students and teachers.



TUI MEMBERS TAKING PART IN THE #IRELANDFORALL SOLIDARITY MARCH IN DUBLIN, SATURDAY, 18TH FEBRUARY, 2023

Remembering Christy Conville

It was with great sadness that we learned of the death of Christy Conville in January.

A dedicated educationalist and lifelong trade unionist, Christy began his career in Moate Vocational School in the late 1960s before transferring to Dundrum Boys Community School in the County Dublin VEC in 1970. He subsequently transferred to the Ballinteer Community school - this new school absorbed some of the Dundrum staff and Christy was one of them, serving there until his retirement.

Christy served as Chair of the Co Dublin branch of the VTA, as the TUI was then known, in the early 1970s.

He was a dedicated and committed Engineering teacher, a prominent member of the Engineering Technology Teachers' Association (ETTA) and an acknowledged expert in his subject. His expertise was such that he was invited to become a tutor to Engineering students in the University of Limerick, the institution responsible for the education of these subject teachers. In that capacity he assisted and guided many teachers into teaching, explaining the high regard and standing which he enjoys amongst present day teachers.

A man of deep religious conviction, he contributed selflessly to society and the welfare of others.



His commitment to others did not end on retirement, as he became secretary of the TUI's Retired Members' Association. In this role, he was a regular visitor to TUI Head Office where he is remembered as a being a true gentleman, kind and generous in his dealings with all.

He later became secretary of the Public Service Alliance, the body which represented all public service retirees. The alliance made representations to

government on matters of concern to retirees, principally on the maintenance of the link between the salary of serving staff and pensioners. The link has to date been maintained thanks to the efforts of Christy and others.

Christy Conville never sought the limelight. He worked tirelessly to serve teachers, students and society. He will be sadly missed. Deepest sympathies are extended to his family and many friends.

April 5th deadline for UK pension concession

Those who worked in the UK and have returned to Ireland can benefit from a concession to top up their UK pension by up to 16 years – but they need to do so by 5th April 2023.

Availing of the top up could allow people to receive a higher pension from the UK in addition to their Irish entitlements.

For this limited period, those who worked in the UK can currently pay for a maximum of 16 historical years missing from their pension. However, this opportunity will expire on 5th April and will revert back to a maximum of six years.

Those interested in availing of the opportunity should submit an application to HM Revenue and Customs ahead of the deadline, using the application form Form CF83, which can be found at gov.uk

2% pay increase effective from 1st March 2023

As part of the WRC proposal arising from the review of the Building Momentum agreement which was accepted by members in a national ballot in September 2022, all grades represented by TUI received a 2% pay increase with effect from 1st March 2023.

Salary scales on the TUI website have been updated to reflect the increase.

The WRC proposal has already provided for a 3% increase which was backdated to 2nd February 2022. In addition, a further 1.5% or €750 increase (whichever is greater) will be payable from 1st October 2023.

Separately, the value of the Postgraduate Masters in Education (PME) allowance – backdated to 1st February 2022 – has been reinstated for those appointed since February 2012.

Oireachtas discussion on North South Enrolment in Tertiary Education

At an Oireachtas discussion on North South Enrolment in Tertiary Education on 14th February, the TUI noted the lack of progress on an Organisation and Design for ETBs and the concern that after almost 10 years we still have no agreement on a staffing structure for ETBs. Such a structure is required for implementation of the current SOLAS FET strategy.

Also, the TUI raised the unacceptable situation where there is no Technological University in the North East and the requirement for the HEA to support Dundalk Institute of Technology (DkIT), and in the same manner Dún Laoghaire Institute of Art, Design and Technology (IADT), in attaining Technological University status.

New research report aims to advance understanding of Traveller culture and history

A new National Council for Curriculum and Assessment (NCCA) research report to advance our understanding of Traveller culture and history, in support of learning and teaching across the curriculum, is now available. In order to give a central voice to Travellers in developing the research report, an Expert Group comprising Travellers and Traveller representatives was established and reviewed and offered feedback on each chapter within the report.

The Traveller culture and history research report was developed to provide an overview of what is currently known, understood and has been recorded regarding various aspects of Traveller culture and history. It does not set out to cover every aspect of Traveller culture and history.

The research report provides a brief overview of the Traveller population in Ireland, outlines the impact of racism on the community and discusses the history of Travellers. It examines aspects of Traveller culture, such as nomadism, economic activities, marriage patterns, family structure and religious practices. It also details some of the contributions that Travellers have made and continue to make to Irish society through art, music and sport. In addition, the research report explores the language of Irish Travellers and its usage in Ireland today. Finally, it looks at Travellers in Ireland today and includes details of their achievements and other positive developments for the community.

The research report will be used by NCCA to:

- Inform the review and updating of existing curricula and the development of new curriculum specifications for early childhood, primary and post-primary education
- inform the development of resources and materials for teachers/practitioners
- inform our thinking around intercultural approaches to education more broadly.

This research report contains links to appropriate policy, sites and resources.

Both English and Irish language versions of the research report can be found at www.ncca.ie



Survey of TUI members shows significant support for a voluntary redeployment scheme

A survey of TUI members in the Post-Primary and Further and Adult Education sectors has shown significant support for a voluntary redeployment scheme being made available to teachers.

The online survey of 1,715 members was carried out in January and February, with 90% of respondents working in the Post-Primary sector and 10% in Further and Adult Education.

Members strongly indicated that any such scheme should include a guarantee of continued job permanency, and the overwhelming majority would avail of cross-sectoral redeployment (i.e. across Voluntary

Secondary/ETB/Community & Comprehensive) if it was available.

From a list, members indicated a range of factors as to why they would favour the introduction of such a scheme, with work/life balance and travel costs ranking highly. The survey also provides interesting findings in terms of travel to and from work, with most travelling by car and the overwhelming majority indicating a lack of public transport to their workplaces.

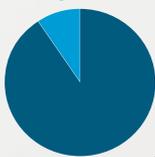
The TUI will use the findings to inform its position on this issue in future negotiations with the other education stakeholders.

Some key findings are set out below:

Would you be interested in a voluntary redeployment system being made available to you?

YES
90.8%

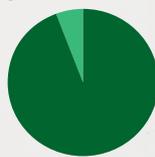
NO
9.2%



Is a guarantee of continued job permanency a requirement for you to consider seeking redeployment?

YES
94.4%

NO
5.6%



What mode of transport do you use to travel to/from work?

Bus (0.7%)
Train (0.4%)
Luas (0.2%)
Car (fossil fuel) (92%)
Car (hybrid) (3.9%)
Car (electric) (1.8%)
Cycle/Walk (0.9%)



Select the reasons which affect you most in seeking redeployment (members were instructed to tick as many as are relevant to their situation)*

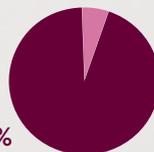
Childcare (57.2%)
Work/Life balance (86.4%)
Housing needs (58.2%)
Care giving (44.5%)
Proximity to Family (66.8%)
Travel Costs (81.5%)
Environmental reasons (56.2%)



Are there public transport options available for your commute to work?

YES
8.6%

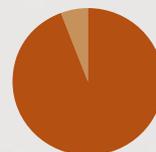
NO
91.4%



Would you avail of cross-sectoral redeployment if available? (Voluntary Secondary/ETB/Community & Comprehensive)

YES
92.6%

NO
7.4%



*Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

TUI lobbies Oireachtas members in relation to Adult Education Tutors



On 23rd February, the TUI lobbied Oireachtas members in relation to the Government's failure to honour the commitment to provide an offer of an incremental salary scale to Adult Education Tutors, per collective agreements from 2013 onwards and a Labour Court Recommendation in 2020.

Resulting from the lobby, Minister Harris has been questioned on these critical issues in the Seanad and has provided a commitment to try to resolve the issue as soon as possible.



Concerns of DKIT and IADT members raised with Minister

TUI representatives met Minister Simon Harris in Leinster House on 2nd March to discuss concerns of members in DKIT and



IADT. Pictured are: Peadar Grant, DKIT Branch Secretary; Liz Farrell; Kevin Howard, DKIT Branch Chair; Justin Carville and Maria Parsons (IADT Branch Co-Chairs); Michael Gillespie

Annual Congress 2023

Tuesday 11th to Thursday 13th April 2023

TUI's Annual Congress 2023 will take place in Cork City at the Clayton Silver Springs Hotel.



Keep an eye on the TUI website and social media channels for the most up-to-date information!

#TUI23



REPORT ON RESOLUTIONS OF ANNUAL CONGRESS 2022 AND ACTIONS TAKEN

MOTIONS CARRIED

RULE 23 MOTION OF CONSEQUENCE – NO. 2

Senior Cycle Review

Congress notes the announcement of 29th March by the Minister for Education in relation to the “Reform of Senior Cycle Education - Equity and Excellence for All”.

Many structural and curricular elements of the proposed reform are progressive and closely reflect the views and advice of the TUI. These include

- making Transition Year available to every student from 2024
- reducing the barriers between the Leaving Certificate Applied, Leaving Certificate Vocational Programme and Leaving Certificate Established programmes
- creating Senior Cycle level 1 and level 2 pathways for students with special or additional needs
- extending to all subjects second or additional components of assessment and the assignment to those components of a significant proportion of the overall marks (with a minimum of 40%)

However, Congress regards as regrettable, unacceptable, unworkable, and regressive the suggestion, in respect of second and/or additional school-based components of assessment, that teachers would assess their own students for the purposes of state certification. Congress notes that this suggestion was not notified in advance of its announcement, is unilateral and was not the subject of consultation with this Union or through the mechanisms available under the aegis of the relevant statutory agency, the National Council for Curriculum and Assessment.

Congress therefore reiterates that, in keeping with long-standing and principled policy – based on a determination to maintain high standards of student achievement, to ensure fairness and



PRESIDENT'S ADDRESS, ANNUAL CONGRESS 2022

probity and to protect the integrity and validity of highly regarded state certification processes – the TUI is opposed to and will resist the imposition of teacher-based assessment for state certification purposes. Congress accordingly requires retention of external procedures, as organised by the State Examinations Commission (SEC), for the assessment of all second and additional components of assessment, building on the current successful model whereby second and additional components of assessment are assessed and certified by the SEC.

Congress is also concerned at the lack of detail and the level of ambiguity in the Minister's proposal regarding

- the workload and other industrial relations implications for teachers, including principal teachers
- the additional resources, including teacher allocation and dedicated professional time, that will be provided
- the supports that will be required and provided to ensure equity across school types and sizes
- the level, quality and timing of the

continuing professional development that will be required and provided for successful implementation of appropriate reform

- the nature of additional assessment components, which the TUI insists must be of value to students and the system and measure an element of students' ability and achievement which cannot be measured by written examinations.

In the context of these concerns, Congress instructs the Executive Committee to seek and to secure the following assurances:

- That the integrity, objectivity, validity, reliability, and manageability of the assessment process will be protected.
- That the already very demanding workload of teachers will not be increased because of any changes that may be implemented arising from the review of the Senior Cycle programmes.
- That the nature and extent of continuing professional development will be sufficient to prepare teachers and the system in a timely manner for any proposed changes.
- That national certification, based on external assessment of student

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All members who take out a car loan between 1st January to 30th April 2023 with TUI credit union will be entered into a draw to have their car tax paid.



Teachers' Union of Ireland Annual Congress 2023

Annual Congress 2023 takes place in Cork City at the Clayton Silver Springs Hotel between 11th-13th April.

See you There!



Have you made the switch yet?

Current Account from TUI Credit Union

February Update

309
 TOTAL
 CURRENT
 ACCOUNTS

€1,064,436
 CURRENT
 ACCOUNT
 BALANCES



		MONTHLY COST	CASH WITHDRAWAL	CHIP & PIN TRANSACTION	CONTACTLESS TRANSACTION FEE
	Personal Bank Account	€7.15	€0.35	€0.20	€0.00
	Current Account	€6.80	0.60	€0.00	€0.00
	Personal Current Account	€6.00	€0.00	€0.00	€0.00
	Credit Union Current Account	€4	€0.50 (5 Free per month)	Free	Free



Find out more

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Fees quoted are based on a customer making 3 ATM withdrawals (totaling €250 in cash), 3 lodgements, 5 chip and PIN transactions, 5 online transactions, 10 direct debits, and 30 contactless payments per month.. Source Bonkers.ie 27/01/2023.

FINAL AGENDA 2022

A. Third Level

A1 – Apprenticeships Phases 4 & 6

1. Limerick Colleges

Congress instructs the Executive Committee to inform the Institutes of Technology/Technological Universities that the minimum qualification for a lecturer in designated craft-specific modules in apprenticeship programmes be that the lecturer must have completed a full trade apprenticeship and passed all the associated examinations including appropriate post apprenticeship experience. Any further qualifications sought should be listed as desirable.

This matter has been raised by the TUI at the relevant fora.

2. Dundalk IT (Amended by Executive Committee)

Congress notes that currently staff recruitment in the Apprenticeship area (which is mandated by the Department and the HEA as a priority area) is included within the Employment Control Framework (ECF) and this has put constraints on recruitment generally. Congress instructs the Executive Committee to negotiate a new recruitment policy that meets the needs and diverse demands in different areas within the IOT/TU sector.

The TUI (in conjunction with other unions) has sought the abolition of the ECF. A new appointment and appeals policy was agreed with THEA at the IOT IR Forum.

TUI has raised with SOLAS and the HEA the general issue of difficulties in attracting suitably qualified staff to work in the Apprenticeship area.

A2 – Conditions of Service – Third Level

16. MTU Cork/Dublin Colleges/Limerick Colleges

Congress notes the ongoing claim AF25/2015 by TUI on behalf of a cohort of third level members who were denied incremental credit by the official side despite a previous Labour Court Recommendation 18366, dated 24/10/2005, in their favour. Congress



GENERAL SECRETARY'S ADDRESS, ANNUAL CONGRESS 2022

achievement in examinations and/or other assessment components by the State Examinations Commission, will be retained.

- That schools will be resourced in a manner specifically designed to promote equity and inclusion and to tackle disadvantage.
- That schools that have comparative advantage because of selective enrolment, relative affluence and/or the availability of private finance will not enjoy competitive advantage in respect, in particular, of the second/additional components of assessment and/or access to new or existing Senior Cycle subjects.
- That small and/or isolated schools will not be disadvantaged by any of the proposed changes and will be provided with the resources – including but not limited to concessionary allocation – that will enable them to function effectively in operating those changes.
- That the proposed changes will not prevent/inhibit the delivery of Senior Cycle subjects/programmes in FET programmes and settings.

Congress instructs the Executive Committee

- that the TUI will not agree to the implementation of the proposed reforms until and unless the assurances sought by the TUI are secured and resources to underpin

such assurances are guaranteed

- that, in the absence of such assurances (and the associated resources), the TUI will resist their imposition or implementation, by all available means, including, if necessary, a ballot for and a sustained campaign of industrial action.

Throughout 2022 the TUI, at every opportunity and in all available fora, made clear its policy (as set out in the Congress motion) and the underpinning educationally valid principles on which this policy is based. The Union highlighted the key role played by the SEC. The Union insisted that equity between schools and sectors is essential and that this equity is best achieved by the continuation of the SEC-assessment procedures that applied before the COVID-19 pandemic. The TUI also consistently voiced its support for the NCCA advisory report. The Union continues to call for resources for the successful implementation of the advisory report recommendations, but also continues to resist any attempt by the Minister for Education to move away from the current system of external assessment for state certification purposes and/or to impose inappropriate assessment modalities as part of any future Senior Cycle assessment methods.



Grant Call 2023

Irish Aid’s national Global Citizenship Education programme for Post -Primary Schools

Apply for grant funding to assist with activities and initiatives that promote Global Citizenship Education (GCE) in your school.

Grant Call Opens: **19th April 2023**
 Grant Call Closes: **19th May 2023**
 Info: **grants@worldwiseschools.ie**

Scan here to find out more and apply:



Some GCE themes you can explore:



WHO WE ARE

WorldWide Global Schools is a one-stop-shop for training, funding, resources and guidance for post-primary schools to engage in Global Citizenship Education.



Irish Aid

An Roinn Gnóthaí Eachtracha
 Department of Foreign Affairs

instructs the Executive Committee to ballot third level members during June 2022 to take industrial action, up to and including strike action, from 1st September 2022, should this matter not be resolved in the meantime.

The Executive Committee, at its meeting in September 2022, decided to use the 1% available under the Sectoral Bargaining provision in the Building Momentum Agreement to resolve the AF25/2015 claim. Despite delays caused by incoherence on the Official side, progress was made in discussions late in the year and it is hoped that a resolution may emerge shortly.

3. Dundalk IT/Executive Committee

Congress expresses its grave concern about a drift towards fragmentation of management representative structures at Third Level and, in particular, about an evident desire on the part of the management of certain Technological Universities and Institutes of Technology to operate independently of such structures.

Congress therefore instructs the Executive Committee to

- insist upon maintenance/retention of the National Negotiation Forum and its remit to deal on behalf of all Technological Universities
- pursue rationalisation of the existing structure by way of dissolution of the Institutes of Technology Industrial Relations Forum and the assimilation of its residual functions into the remit and terms of reference of the NNF
- require that management of all Technological Universities and the remaining Institutes of Technology be represented at the NNF
- insist that, even in the absence of such representation, the proceedings, including claims and decisions, of the NNF will apply to all Technological Universities and the remaining Institutes of Technology
- and seek immediate formal confirmation by the Official side in this regard.

Congress further instructs that in the event of any attempt by management of an individual TU or IoT to pursue a unilateral course or to ignore or circumvent the proceedings of the national forum, the Executive Committee

must immediately

- raise the matter with the Official side at national level
- ballot members, locally or nationally as appropriate, for industrial action.

The amalgamation of the IOT IR Forum and the NNF has been an agenda item at the IOT IR Forum and NNF in 2022. The Official side has advised that, in its view, an amalgamation of the fora is premature at this stage.

6. MTU Cork

12 years have passed since the loss of church holidays, reduction in evening weighting and script correction rates of third-level TUI members under the national collective agreements. These sacrifices were understood to be a temporary measure in the public interest during a time of national financial crisis. The financial crisis is long over but these “temporary” sacrifices still remain. Congress instructs the Executive Committee to address this issue.

TUI sought, without success, to address this issue in its submission to the Haddington Road Agreement Hours body. The response to the Union was that this matter could be dealt with through the review of lecturing/OECD Report.

20. Dundalk IT

Congress instructs the Executive Committee to lodge claims for an increase in the number of SL1 (T) (which have not been increased since 1998) in the IoTs/TUs given the changing nature of the academic work and the move towards Technological University status in the sector.

TUI has sought an increase in the number of promotional posts for lecturers in both in its engagements with the DFHERIS and its interactions with the OECD in the context of the Review of Lecturing. Individual branches/INTUC, through their respective MOUs, have also sought an increase in such promotional posts.

26. MTU Cork

Since the Circular Letter CL 0041/2016 came into being in July 2016, many IoTs and Tus have resisted adopting a formal review system for the awarding of additional hours. Congress instructs the

Executive Committee to negotiate an agreed national review system as per Circular Letter 0041/2016 that can be rolled out to all IoTs and Tus. This review system should provide an objective method of ensuring that available hours should be offered in the first instance to existing qualified lecturers on CIDs or pro rata fixed-term contracts for less than full hours and who could benefit by the augmentation of their existing contract.

This issue has been an agenda item at both the IOT IR Forum and the NNF, but no measurable progress has been made in either forum. The matter has also been discussed at the CAC and CSC.

11. Dublin Colleges

Congress reiterates its unequivocal support for academic freedom and defends the absolute right of academic staff to invite external guests to speak at Higher Education Institutions as an integral part of freedom of expression and academic freedom, which thrives on diversity, encouraging contrasting ideas and listening to different perspectives. Furthermore, Congress instructs the TUI Executive Committee to ensure that any attempts by university management to put restrictions on the right of academic staff to invite external guests to campus will be vigorously opposed by the TUI.

This matter was raised by the Union in the context of the OECD Report and was a key theme of the TUI Third Level conference in 2022. At local level, the Union has resisted isolated attempts by management to place inappropriate restrictions on academic freedom.

27. MTU Cork

Congress recalls Motion 38 from Congress 2016 which reads as follows.

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

Congress notes with disappointment that no significant progress has been made since the adoption of both Motion 38 of 2016 and similar Motions 32 of 2018 and 35 of 2021 which instructed the Executive Committee to ballot members for industrial action.

It is now April 2022 and our researcher members have been very patient. Congress, therefore, now instructs the Executive Committee to immediately ballot third level members for industrial action, up to and including strike action, from 1st September 2022 to vindicate the rights of these members.

This issue is being progressed as a claim at the IOT IR Forum and was also discussed at the NNF. In this context, initiating industrial action would have been premature. The issue was also raised by the Union at the Working Group on the Future Funding for Higher Education.

24. MTU Cork

Congress instructs the Executive Committee to resist any attempt by third-level management bodies to convert onsite corporeal end-of-semester examinations to online examinations, except upon specific public health advice, and to ballot its members for industrial action should any Institute of Technology or Technological University unilaterally enforce such a decision.

This matter was raised by the Union in the context of the ERT Agreement and COVID-19 arrangements.

23. MTU Cork/Dundalk IT

Congress instructed the Executive Committee in Congress 2019 to demand that IoTs and Tus sign up to the Code of Practice for appointments for positions in the Civil Service and Public Service which would engender a higher degree of robustness and transparency in recruitment. A nationally agreed policy on recruitment must be finalised as a matter of urgency for the IoTs and Tus. Congress now instructs the Executive Committee to negotiate and agree such a policy before the 1st September 2022.

A process and appeal procedure was finalised with THEA and circulated to branches.

7. Limerick Colleges

Congress instructs the Executive Committee to campaign for the reinstatement of the 1.5 weighting for night-time (post 6.00pm) lectures carried out in the IOT/TU sector.

This matter was raised in the context of the TUI Submission to the HRA hours body – see Motion 6 (above)

8. Dublin Colleges

Congress instructs the Executive of the TUI to call on the Department of Further and Higher Education, Research, Innovation and Science to provide adequate and appropriate support for the assessment of large class groups.

The issue of class size was an agenda item at the IOT IR Forum but Management blocked the Union from progressing the claim. How best to address the issue is under consideration by the CSC/Executive Committee

9. Limerick Colleges

Exam correction payments have yet to be restored to their pre-2010 rates. Congress instructs the Executive Committee to negotiate a new nationally agreed rate that appropriately reflects the workload associated with exam correction.

This matter was raised by TUI in the context of the TUI submission to the HRA Hours body – see Motion 6 (above). The Union also discussed the matter with IFUT.

12. MTU Cork

Congress instructs the Executive Committee to take appropriate steps to insist that policies and procedures that impact or have the potential to impact on members' conditions of service are negotiated at national level with the official side. Such policies/procedures include:

- Recruitment and Selection policy
- Implementation of Cush CL 0041/2016
- Policy on recording of lectures
- Dignity and Respect policy

These issues were raised at the NNF and where appropriate at the IOT IR Forum. In respect of b), c) and d), there is considerable resistance by TU/IoT management locally and nationally to having the matters determined centrally.

17. Galway-Mayo IT

Congress instructs the TUI Executive Committee that, as a matter of urgency, the AF25/2015 issue, in respect both of salary repositioning on the correct point of the scale and of retrospective compensation, be prioritised so that a resolution may be arrived for members affected since 2004.

The Executive Committee, at its meeting in September 2022, decided to use the

1% available under the Sectoral Bargaining provision in the Building Momentum Agreement to resolve the AF25/2015 claim. See Motion 16 (above).

15. Dundalk IT

Congress instructs the Executive Committee to engage and negotiate with the relevant parties to seek a mechanism that subjects the authority of Presidents in the IoT/TU sector to appropriate checks and balances. This mechanism is to include an appeals process open to staff representatives against Presidential decisions, as well as a means for votes of no confidence in the President by staff.

This generic issue was raised with DFHERIS and the relevant Minister.

22. MTU Cork

Congress instructs the Executive Committee to negotiate an agreement whereby lecturing staff in Tus and IoTs with full time contracts can be allowed to work any number of reduced hours – not just half time as specified in the relevant Circular Letter.

The issue in respect of work-sharing (as distinct from job-sharing) has relevance across all grades that the Union represents and appropriate claims are being developed for submission to the relevant fora.

A3 – Technological Universities

31. Dublin Colleges

Congress instructs the Executive of the TUI to begin negotiations with the Department of Further and Higher Education, Research, Innovation and Science for the creation of a proper career structure in Technological Universities, such as exists in the traditional universities. In particular, we seek an increase in the percentage of positions at senior lecturer or higher with a view to reaching parity within a reasonable period.

This matter is being addressed with DFHERIS in the context of discussions associated with the OECD report and, especially, in the context of the review of lecturing that emanates from the 2017 collective agreement.

30. Dublin Colleges

Congress recognises that many of the IoTs have now become Technological Universities, and that these Universities are required to engage in research, engagement as well as teaching while enhancing the skill levels of staff and still engage in excessive contact hours and teaching levels. Congress mandates the Union to engage in negotiations to reduce the quantity of contact hours with a view to enhance research and the development of engagement that will bring the Technological University sector more in line with other Universities.

This matter will be addressed in discussions/negotiations with DFHERIS pursuant to publication of the OECD report (and the consultation with Branches) and, especially, in the context of the review of lecturing that emanates from the 2017 collective agreement.

A4 - Workload

39. Dublin Colleges

Congress notes with alarm the creeping ubiquity of new digital and online modes of teaching and learning which often represent changes in members' workload and teaching practices without any prior agreement having been reached with the TUI. Such practices also raise serious GDPR and privacy concerns. The casual and irregular manner that these are being introduced is undermining the national negotiations on online learning.

Because of the goodwill shown by members during the COVID-19 pandemic in relation to Emergency Remote Teaching, there is a danger that these additional practices develop a permanency.

Congress instructs the Executive to:

- issue a guidance letter urgently to all members advising that they are under no obligation to partake in these practices
- insist that this serious development be included in the national negotiations on online learning
- pursue the negotiations on online learning with a serious sense of urgency.

A letter issued to members on 2nd June 2022, as follows:

“During the COVID-19 national emergency, the TUI agreed to changed work practices in order to maintain high quality education for our students and to allow them to progress with their studies and their careers. Emergency Remote Teaching (ERT) agreements were necessary and valuable. These agreements protected TUI members through the clear commitment from managements that they would operate on a strictly no-precedent basis:

“any actions, arrangements or other undertakings given or operated by employees during this national crisis are on an absolute without-prejudice basis and will not be used in any way by TU Dublin (or THEA or its members) as a precedent for example in any subsequent industrial relations discussions.”

Our ERT Agreements were extended into the second semester of this academic year (2021/2022) but have not been extended further. Members are strongly advised to inform your Branch Officers if you are asked or directed to engage in any continuation of the measures in the ERT agreements or any other online/blended/remote teaching which is not part of a local agreement with the TUI.

The management/department side refused to accept our very reasonable arguments in negotiations to secure a national agreement which would take account of the increased workload associated with online teaching. Until such a national agreement is concluded, the TUI will continue to operate those local agreements which have already been negotiated and to attempt to reach local agreements where there are none in existence. We advise that there are significant dangers for individual TUI members who agree to engage in work practices which not only involve additional time and workload, but such practices may be deemed to constitute an extension to your employment contract which could be difficult to retreat from. Furthermore, acceptance of such practices by even a small number of members weakens the TUI's position

in ongoing negotiations and could jeopardise existing work practices.”

This guidance remains in place.

40. MTU Cork

Congress asserts that bodies such as Academic Councils, Boards of Management and Governing Bodies cannot make or implement decisions that impact on the workload of academic staff without due prior consultation and agreement with TUI. Congress instructs the Executive Committee to take prompt action where it is made aware of an employer making or seeking to implement decisions impacting on the workload of the grades it represents without prior consultation and agreement with TUI.

This is a recurring problem that is being dealt with, as and when it arises, by the respective INTUCs and, at a national level, in the Union's submissions regarding the OECD report and at the NNF.

43. Dundalk IT

Congress instructs the Executive Committee to demand that the DFHERIS engages, as a matter of urgency, with TUI to address the unsustainable workload of academic staff in the IoT/TU sectors. Congress seeks that no member of teaching or lecturing staff is burdened by this unsustainable workload, including extra hours, extra financial burdens, etc. to meet the requirements of their teaching and the programmes they deliver – e.g. time and money required to supervise students on work-placement, fees to professional bodies etc. Congress instructs the Executive Committee to negotiate appropriate hours and funding for this work and, in the event that this does not happen, Congress instructs the Executive Committee to ballot for industrial action, up to and including strike action.

This matter will be addressed in discussions/negotiations with DFHERIS pursuant to publication of the OECD report (and the consultation with Branches) and, especially, in the context of the review of lecturing that emanates from the 2017 collective agreement.

Where issues have arisen locally or for individual members the agreed

procedures and IR protocols have been used to address them.

42. IT Sligo

Congress directs the Executive Committee to insist that the Review of Lecturing in Institutes of Technology/Technological Universities is cognisant of the demands of lecturing across all levels of the National Framework of Qualifications and of the demands of workload associated with the maintenance of a quality assurance framework.

This matter will be addressed in discussions/negotiations with DFHERIS pursuant to publication of the OECD report (and the consultation with Branches) and, especially, in the context of the review of lecturing that emanates from the 2017 collective agreement.

38. Dundalk IT

Congress notes that the long-standing campaign by TUI to address excessive workloads of third level members has encompassed the Review of Lecturing in Institutes of Technology/Technological Universities, International Review Module and, more recently, the exercise undertaken by the OECD. Congress instructs the Executive Committee that outputs from these undertakings and any ensuing engagements form the basis of robust negotiations to improve the terms and conditions of TUI members at third level and reduce the crushing workloads which are far in excess of international comparators.

This matter will be addressed in discussions/negotiations with DFHERIS pursuant to publication of the OECD report (and the consultation with Branches) and, especially, in the context of the review of lecturing that emanates from the 2017 collective agreement.

The matter of workload is also being addressed at international and EU levels by the ETUCE of which the TUI is an active affiliate.

41. IT Sligo

Congress directs the Executive Committee to negotiate with the Department of Further and Higher Education, Research, Innovation and Science to agree the maximum numbers of programmes, staff, and students in a

Department in the TU/IoT sector. Departments in the sector have expanded unreasonably in all these areas and in addition, the increased workload associated with Quality Assurance procedures have made the role of most Heads of Department unworkable within normal working hours. The desired outcome being to limit the responsibilities of a Head of Department to a reasonable and sustainable level.

The TUI has raised the matter of excessive and expanding workload at the relevant fora and has set out the negative impact on affected staff, including Heads of School and others in academic management grades. The matter will also be pursued in discussions with DFHERIS following the consultation period with branches regarding the OECD Report.

B. Further Education and Training

B1 – Adult Education

44. Co. Kerry (Amended by Co. Galway)

Congress directs the Executive Committee to expedite a conversion process for teachers and tutors in Adult Basic Education similar to that employed by the BTEI conversion process with a view to providing security and certainty for these most marginalised members.

The BTEI conversion process was agreed in 2016 and has been completed. Throughout 2022, TUI engaged robustly with the management side to secure an offer in relation to “tutors”. In October 2022, the Union received a formal offer from DFHERIS in this regard. The matter is reported on in detail in the Annual Report.

B2 – Conditions of Service - FET

51. Co. Cavan/Co. Kerry/Co. Offaly/Co. Westmeath/Co. Wexford/Galway City (Amended by Co. Galway)

Congress instructs the Executive Committee to negotiate with the Department of Further and Higher Education, Research, Innovation and Science that current terms and conditions of Further Education staff are significantly improved in any new organisational design.

The TUI is represented at regular meetings of the new organisational design process for ETBs.

The urgent need to improve conditions in this sector were set out in the national media where possible, including in an Irish Times opinion editorial by the General Secretary ahead of Annual Congress 2022. A detailed update on progress in 2022 is available in the Annual Report.

47. Cork City

Congress instructs the Executive Committee to seek greater clarity on what is meant by the “FET College of the future” and demand that any structural changes brought about during the proposed restructuring are negotiated at a national level.

The TUI has consulted widely with members in the FET sector, associations constituted as Sub-committees of the TUI (such as the AEOA and PDA) and other relevant stakeholders. The Union has also engaged with management at local and national (e.g. ETBI and SOLAS) levels, in relation to the evolving concept of an FET College of the Future. In all interactions the TUI has insisted that any proposed structural changes will require negotiation and agreement with the Union and that any such change must not negatively affect the contractual arrangements, pay, conditions and promotional opportunities for members. The Union has also advised management, both locally and nationally, that pre-emptive or opportunistic attempts to impose or introduce new structures or working arrangements would be unacceptable and will be resisted.

59. Limerick City Schools

Congress instructs the Executive Committee to do all in its power to secure a seat on the board of SOLAS.

The TUI continues to lobby for a seat on the Board of SOLAS in all interactions with relevant stakeholders, including SOLAS and DFHERIS. To date, our representations have been unsuccessful.

50. Co. Kerry

Congress notes the emphasis on training rather than lifelong learning/growth and development within Youthreach/FET.

Congress asserts that education is a long term investment in people as citizens, rather than a meek subservient activity to satisfy the needs of the Irish labour market for short term cost cutting, “box ticking” objectives. With this in mind, Congress calls on the Executive Committee to restate this view in a consistent manner in the appropriate fora.

The TUI consistently states this view in all relevant fora and in all relevant submissions.

69. Co. Clare

Congress instructs the Executive Committee to insist there is no negative changes to the terms and conditions of Post Leaving Certificate teaching staff terms as they have moved under Further Education and Training.

This is the clear, consistent position of the Union in all relevant interactions – see Motion 47 (above).

56. Co. Kerry

Congress directs the Executive Committee to facilitate the FET Sector with formal subject support structures and communities of practice similar to those in existence in Post Primary so teachers, tutors and instructors can share resources within subject areas.

Communities of practice in post-primary consist in the main of subject associations organised by teachers on a voluntary basis. The NCCA, PDST, JCT, SEC, Teaching Council and other agencies also provided support, either by way of CPD programmes or online resource repositories. Primary and post-primary teachers also have access to regional, state-funded Education Centres. The TUI will seek an enhanced service for the FET sector by these Centres.

66. Co. Kilkenny

Congress calls on the Executive Committee to protect the role of the teacher in Further Education in the context of sweeping changes introduced during the COVID-19 crisis, with an increased emphasis on Technology Enhanced Learning. Emergency measures are being mainstreamed with no consultation, with an ever-increasing amount of time being spent by teachers on electronic filing, electronic formative and

summative feedback/marking, engagement with learners outside of class hours and time needed to give technical guidance and support to learners.

The TUI consistently takes this position in all relevant fora (including the ETB IR Forum and the Teachers’ Conciliation Council) and in all relevant submissions. The arrangements put in place in 2020 to address the COVID-19 public health crisis were, expressly and by agreement of all the parties, on an emergency, without precedent basis. The Union has asked members and Branches to exercise vigilance to ensure that there is no opportunistic attempt to mainstream such measures. The TUI has also made representations for continuation of the FET Stakeholders forum so that problems that arise can be addressed expeditiously.

65. Co. Kilkenny

Congress calls on the Executive Committee to insist that the central role of the teacher and the teacher-learner relationship be acknowledged and protected. The current focus in FET on QA requirements is diminishing the importance of teaching and learning and does not put learners at the centre of the process. QA documentation makes no mention of the role of teacher, we are now represented as Internal Assessors.

The TUI - in all relevant fora, negotiations and submissions - consistently sets out and promotes the centrality of teaching and learning in FET settings. In its ongoing engagement with QQI, the Union has sought the streamlining of QA requirements to avoid bureaucratisation of processes.

54. Co. Kilkenny

Congress calls on the Executive Committee to negotiate with the relevant bodies to recommend maximum class sizes in Further Education keeping in mind the NFQ level, background and educational ability of learners.

Where there is upward pressure on class sizes, the Union engages with local management in the first instance. Where relevant, the Union requires compliance with the existing directives.

49. Co. Kerry

Congress instructs the Executive Committee to insist that SOLAS/ETBs prioritise the needs of SEN students in the FET sector by ensuring that at all times, experienced, qualified and specialised SEN teachers are made available, in the first instance, to teach these students.

The Union has consistently raised – particularly with the National Council for Special Education - the issue of appropriate provision for students with SEN/AON in the FET sector, highlighting the injustice and inconsistency involved in the diminution of dedicated provision when a SEN student proceeds from a post-primary to an FET setting.

B3 - Youthreach

70. Dublin & Dún Laoghaire/Dublin City/Executive Committee

Congress notes the staffing shortages in Youthreach grades and that the factors contributing to this emerging crisis include:

- the unsustainably intense pace of work in the sector – for both staff and learners – exacerbated by the absence of mid-term breaks and the length of the Youthreach year
- the pressure on Youthreach Resource Persons to substitute for absent colleagues for a steadily increasing proportion of their administrative hours
- the resulting loss of time for administrative and pastoral responsibilities, the associated intensification of this work and/or the erosion of personal/family time
- the on-going pay inequality

Congress instructs the Executive Committee, through the ongoing process in the Workplace Relations Commission, or by other available means, to address these and other matters with a view to:

- limiting the extent to which administrative hours under contract can be assigned to substitution, thereby enabling staff to attend to the normal administrative element of their contract, including class preparation and assessment
- securing appropriate closure periods, i.e. mid-term breaks and end of term breaks

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■ clarifying Youthreach Co-Ordinator and Resource Person duties and responsibilities having regard to what can reasonably be accommodated within the contract hours.

The TUI has pursued the policy points set out in this motion in all engagements at the relevant fora - locally (within individual ETBs) where the issue is amenable to local resolution and nationally in respect of the sector-wide issues. In particular, the Union has, on the sector-wide issues, made representations to the Workplace Relations Commission.

71. Co. Kerry

Congress notes that Youthreach Resource staff, teaching staff and Co-ordinators work with marginalised, vulnerable young people who require additional supports and are expected to carry out duties comparable to those of social workers and counsellors. Congress instructs the Executive Committee to seek talks with the DE to allow these learners access to NEPS and to negotiate an increased budget which will allow for the provision of additional and specialised resources in this area.

The TUI has consistently sought enhanced and appropriate resources (including access to specialised personnel – either internally or externally sourced) to meet the evident needs of the cohort of young people served by Youthreach staff. Also see Motion 49 (above).

73. Co. Kerry

Congress instructs the Executive Committee to negotiate increased annual leave for Youthreach Coordinators to bring them in line with the leave of Youthreach Resource Workers.

The TUI has made representations in this regard at all relevant fora and its representations to the Workplace Relations Commission.

75. Co. Kerry

Congress instructs the Executive to demand that Youthreach Resource Workers and co-ordinators are recognised as teachers and awarded parity of conditions with teachers in the Youthreach system.

The TUI has consistently sought such recognition, including in its representations to the Workplace Relations Commission.

72. Co. Cork

Congress instructs the Executive Committee to carry out a Survey of Co-Ordinators and Resource Persons in Youthreach to ascertain the increase in administration workload between 2011 and present-day roles/responsibilities.

Because of intensive resource demands related to on-going industrial relation processes, it was not possible in 2022 to carry out the requested survey. It is to be noted that the allocation for administrative work in timetable for Youthreach Co-ordinators and Resource Persons which increased under the terms of the Haddington Road was reduced to the pre-HRA.

C. Second Level

C1 – Class Size

77. Co. Kerry

Congress instructs the Executive Committee to demand of the Department of Education that class sizes are brought in line with those of the rest of Europe – OECD average is 20. In post primary education in Ireland, it is a maximum of 30 students. In light of the number of students attending mainstream post primary school with special educational needs etc. the level of differentiation required in classrooms is making teaching of core subjects far too difficult. Also, COVID-19 has taught us that our classes were too big to properly distance students.

The TUI consistently advocates for a reduction in class size and for the incremental improvements in the pupil-teacher ratio that would be required to facilitate this. The issue of large class sizes and the negative effect on the service to students was regularly highlighted in the media by the Union.

78. Co. Donegal

Congress instructs the Executive Committee to seek to have Leaving Certificate Physical Education encompassed by the TUI Directive on Class Size i.e. brought in line with other practical examinable subjects with a

maximum class. Currently, PE falls under the general curricular PE guidelines.

The TUI has a directive on class size for Physical Education classes -maximum 30, with a recommendation of 24. The teacher supply crisis has hindered the Union's efforts to secure the additional teacher allocation that would facilitate reductions in maximum class size.

76. Co. Donegal

Congress recognises that there is a TUI Directive on the recommended maximum class size for practical subjects. However, this recommendation is often ignored and replaced with the maximum number when a subject is in demand. Congress instructs the Executive Committee to remind members of the details in the class size directive and to seek enforcement of the recommended class size, for example, 20 students in practical subjects as opposed to 24.

The directive defines the maximum number and is binding on all members, inclusive of Principal and Deputy Principal teachers. The TUI Directive on class size was re-issued to members in the September 2022 edition of the TUI News. While the TUI also issues a recommended class size, the Union's directive applies only to the maximum number.

The necessity to adhere to the class size directive is emphasised at TUI's online and Branch training.

79. Co. Donegal

Congress notes that music is a practical subject with a major second component of assessment at both Junior and Senior Level. Congress instructs the Executive Committee to include music as a practical subject in its class size directives with a maximum class size of 24.

Achieving a decrease in all class sizes is an objective consistently pursued by the TUI. The maximum class size for music classes is under active consideration by the TUI Executive Committee. Extension of the directive would require a ballot of affected members.

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C2 – Conditions of Service – Second Level

102. Co. Cavan/Co. Meath

Congress instructs the Executive Committee to issue guidelines (in poster format and in TUI News) to members should their management request work to be sent in for students/learners when members call in on "Certified Sick Leave", "Self-Certified Sick Leave" or are on "Unpaid Leave". This is necessary to support our members.

A teacher is not required to submit work online or otherwise when sick. If management requests or seeks to require members who are on sick leave to submit work for students, the matter should be raised immediately with management by the TUI Workplace Committee. If an informal approach does not lead to resolution, the Branch should be informed and a collective grievance should be lodged.

When and as required the Executive Committee has advised members to this effect and the matter has also been addressed at TUI training events.

89. Co. Kerry

Congress instructs the Executive Committee to call for a review of all administrative duties being currently undertaken by teachers to address bureaucratisation of the profession and the ever-increasing administrative workload on teachers. Furthermore, Congress calls on the Executive Committee to seek a reduction in these administration duties.

The TUI training sessions provided on a local and regional basis and online have included a segment on workload and administration requirements. Area Representatives regularly address at Branch meetings the problem of increased bureaucratisation and provide guidance to members who report the imposition of additional administrative duties. In this regard, the Union has repeatedly stressed the importance of strict compliance with the TUI directive on Post of Responsibilities.

At every available opportunity, the Union has highlighted in the media the increasing bureaucratisation of the profession and the damaging effects it

has on teacher morale. In a statement issued in December 2022, a reduction of this burden was listed by TUI as one of five key solutions required to tackle the recruitment and retention crisis.

The Union also drew attention to the serious problem by way of new survey findings which were publicised ahead of Annual Congress 2022.

88. Co. Kerry

Congress instruct the Executive Committee to pursue with the Department of Education for the provision of personal days for teachers in ETB post primary schools. Personal days need to be made available to teachers to use at their own discretion for major family events such as confirmation, graduations, family wedding etc. Leaving such matters to the discretion of school principals causes unnecessary stress and inequality as well as a lack of transparency. At present, there is no such facility available in ETB schools other than unpaid leave. Can we not emulate the present practice in the Primary sector where these days can be offset against CPD work completed by teaching staff?

The TUI has sought enhancement of a variety of leave entitlements at the Teachers' Conciliation Council.

Improvements in available leave have been achieved, notably in relation to the bereavement leave entitlement of teachers. The issue of extending to the ETB sector the provision for "personal days" has been raised by TUI. The discussions are ongoing.

101. Co. Carlow

Congress instructs the Executive Committee to negotiate with ETBI to reduce the current practice of micromanaging school issues. At present, roles such as programme coordinator roles are becoming impossible to do with the added paper work required due to ETB micro management. Examples include, but are not limited to, the procurement of buses requiring 6 quotes, being told what First Aid suppliers to use as part of the programme, having to go forward and back over the payment of suppliers.

The TUI has raised with the ETBI the excessive workload resulting from the

procurement system. Branch Officers and Executive Committee members have addressed the matter locally at joint consultation meetings with the various ETBs.

80. Dublin C&C

Congress instructs the Executive Committee to lodge a claim with the Teachers' Conciliation Council to allow a teacher to negotiate a more flexible timetable for work sharing of between 11 and 22 hours.

In response to issues raised by the TUI in relation to teacher supply, the restriction on engaging in substitute teaching imposed on teachers availing of the Job Sharing Scheme (as contained in Chapter 8 (Paragraph 11.1(a)) of Circular 54/2019) was suspended for the 2021/22 school year and again for the 2022/23 school year.

Information Note TC 0007/2022 titled 'Temporary changes to the Job Sharing Scheme for Registered Teachers employed in Recognised Primary and Post Primary Schools - 2022/23 School Year' is available on gov.ie at link: <https://www.gov.ie/en/service/aa5d83-job-sharing/>

The TUI and the other teacher unions at the TCC have sought the introduction of a work-sharing scheme for teachers, in addition to the existing job-sharing scheme. To date, the Official side has opposed such a scheme, for reasons unspecified and in spite of the fact that it would be cost neutral.

93. Dublin City

Congress acknowledges the arrangements between the Teacher Unions and the DE/DFHERIS to deliver timetabled education online were made in the context of a National Emergency during a Global COVID-19 Pandemic in exchange for commitments to pay teachers remuneration. All parties to this arrangement agreed that it will not set a precedent for the future.

Congress acknowledges that teachers went way above and beyond their contracts of employment in delivering education online at this time and at great extra pedagogical effort, pastoral care to students, personal expense and often while caring for our own children.

Congress believes that education is designed to be classroom based and contracts of employment are constructed for this environment. In particular, Congress instructs our Executive Committee to emphasise with all employer stakeholders through written correspondence that for example, when teachers are instructed by the employer to stay away from the workplace, that local management instruction following to deliver timetabled teaching online is completely unacceptable. This when teachers for example, have to look after their own children is completely unsustainable and moribund as an education module and is further in contravention of the contract of employment.

Congress calls for the original correspondence from TUI to stakeholders to be posted on our TUI website as a reference point going forward for our members' attention.

At all the relevant industrial relations and stakeholder fora, the TUI has made it clear that the COVID-related arrangements were agreed on an emergency, no precedent basis. Wherever a problem has arisen the Union, at local or national level as appropriate, has been robust in ensuring that opportunistic attempts by management to mainstream the emergency arrangements are thwarted. TUI publications, FAQs and postings on the Union's website set out the position.

83. Co. Donegal/Dublin C&C

Congress recognises the impact that the pandemic has had on teaching and learning and the changes that have occurred in relation to the use of technology, both inside and outside the classroom setting, as well as the requirement to move towards greater integration of ICT in our classrooms to enhance the teaching and learning environment.

Congress instructs the Executive Committee to engage with the DE in relation to the funding that will be provided in the next phase of the Digital strategy for schools to seek a commitment that a percentage of this funding that will issue to individual schools from 2022 onwards will be ring fenced solely for the

provision of proper, fit for purpose and up to date ICT equipment for teacher use only in classrooms, and in addition to this, to provide laptop devices to teachers, if and when they are required.

The device should have paid access to appropriate professional applications/subscriptions and be encrypted to ensure security. This should be included in the digital strategy for schools.

In April 2022, the DE published its Digital Strategy for Schools to 2027 Funding of €200m was allocated, with €50m of this to be available in the first year. The TUI has insisted that funding to schools must take into account the provision of appropriate ICT equipment for teachers and, in this context, has emphasised the significant risk of data leaks if teachers were to use their personal device for school business.

The TUI continues to call for amendments to the strategy in line with the above Congress resolution but the DE has, to date, indicated that it is not open to rewriting the strategy.

90. Co. Carlow

Congress instructs the Executive Committee to work with the Department of Education and the Teaching Council to reduce the time it takes to complete the professional masters and also to reduce the cost of completing the course. We are in the middle of a crisis when it comes to teacher supply and it the current cost and duration of courses makes teaching inaccessible for many people. We must act now to prevent further inequality in education.

At the TCC and in all relevant fora and engagements, TUI continues to seek a reduction from two years to one in duration of the PME. TUI members of the Teaching Council have also sought such a reduction. At meetings regarding the crisis in teacher supply, both with the Teaching Council and with the Department of Education, TUI representatives have identified reduction in the duration of the PME as a significant element of a suite of measures to address the crisis.

Reduction of the time to complete the PME was identified by TUI

representatives in the national media on several occasions as being a key measure.

98. Co. Cavan/Co. Meath

Congress instructs the Executive Committee to negotiate with the Department of Education from August 2022, to re-establish the Status Quo Ante which was in schools prior to March 2020. The COVID-19 Pandemic has had a significant effect on the fabric of our schools since March 2020. Our members bore extreme emergency changes to facilitate schools opening as safely as possible. The following are examples of some of these changes which we instruct the Executive Committee to agree with the Dept to revert to pre-March 2020:

- teacher-based classrooms which were converted to student-based classrooms
- specialised rooms which were used as ordinary classrooms due to their size
- split breaks and lunch times used to reduce student contact
- multiple staff rooms used to reduce staff contact

The arrangements and practices undertaken in response to the COVID-19 public health emergency were explicitly agreed on a no-precedent basis. Therefore, where school management seeks to continue such arrangements/practices post-crisis, the matter is addressed to management by the Workplace Committee in the first instance and, if not resolved early by such engagement, is escalated through the stages as a collective grievance. Where the problem is of a generic, national nature it is addressed by the Union through the appropriate industrial relations fora.

87. Co. Donegal

Congress instructs the Executive Committee to negotiate with the DE to provide paid substitution so that time and training can be given to mainstream teachers so that they can best facilitate inclusion in education, especially for students following Level 1 & Level 2 learning programmes.

Both at curricular approval stage with the NCCA and with the Department of Education, the TUI has sought a time alleviation and substitution cover for teachers undertaking L1 and L2

programme training. At both fora, it has been agreed that training and paid substitution cover will be provided for all new and updated L1 and L2 programmes. TUI, in its consultations with the NCCA, NCSE and the Department of Education, has demanded the provision of appropriate CPD in the area of Special Needs education for all teachers given the projected increase of special classes at post-primary level.

99. Co. Donegal

Congress instructs the Executive Committee to liaise with the DE to ensure that satisfactory timetabling and resource arrangements are put in place for students with language exemptions.

The TUI has consistently sought the required resources for additional/alternative arrangements for students who are exempt from attendance at language classes. At NCCA meetings, which discussed the review of Junior Cycle Irish, TUI emphasised the necessity for additional allocation to schools to ensure that those students exempt from Irish were provided with appropriate alternative timetabling arrangements during Irish classes.

91. Dublin C&C

Congress instructs the Executive Committee to make known to the relevant management bodies and the DE, the Union's absolute view that the decision by some principal teachers not to designate the use of the 33 hours in accordance with CL 45/2016 is a breach of the relevant collective agreements, as well as being reprehensibly dictatorial. In some instances, principal teachers have refused to recognise the legitimate work carried out in the areas of planning and development work by teachers and instead have taken advantage of teachers' willingness to engage in these areas instead of appropriately recognising the value of their work. In other circumstances, teachers have not been afforded the professional autonomy to decide how best to use their 10 hours designated under the circular for work that is performed outside of whole school meetings. This is not acceptable to the TUI and should be resisted in the strongest manner. Congress instructs the Executive Committee to add this matter to the agenda of the next scheduled

meeting of the Teachers' Conciliation Council and furthermore, to insist that there is no discretion permissible in the phrase 'up to 10 hours' for whole-time staff. All TUI members must be afforded 10 individual hours or the appropriate proportion if not employed on full hours.

The TUI insists that teachers must be afforded the professional autonomy to decide how best to use the 10 hours designated under the circular for work that is performed outside of whole school meetings. TUI has provided training on the use of and timetabling of Croke Park hours, both online and at regional training. Information has been issued on the TUI website and other outlets on the use of the ten discretionary hours.

Through the processes of the Teachers' Conciliation Council (TCC), the Union has demanded adherence to the May 2016 agreement and has insisted that the DE confirm that the wording 'up to 10 hours' was intended and is understood to apply to those teachers who are not on full hours and who therefore have a pro-rata commitment in relation to CPA hours.

100. Co. Cavan/Co. Meath

Congress instructs the Executive Committee to negotiate with the Department of Education to insist that inspectors check all S&S and Croke Park related documentation in each school/centre. This is to confirm that management have implemented Circulars 01/2003, 06/2014, 42/2014 and Circular 25/2011. Management must also provide evidence that proper consultation and agreement/consensus is adhered to.

The TUI Executive Committee discussed at length the actions required in this motion and deemed that they might have the unintended consequence of disadvantaging our members.

84. Donegal C&C

Congress welcomes the increased funding provided by the department of education that aims to address the digital divide. However, as COVID-19 has demonstrated, this does not go far enough to address the digital divide that is clearly evident in our schools. Congress therefore instructs the Executive Committee to seek to secure an increased

budget to eliminate this imbalance. At present, this imbalance is adding to the teacher workload.

The DE published its Digital Strategy for Schools to 2027 in April 2022. Funding of €200m was allocated with €50m of this to be utilised in the first year. The TUI continues to call for amendments to the strategy in line with the above Congress resolution but the DE has indicated it is not open to rewriting the strategy. The TUI continues to emphasise the need for equity of allocation across schools and sectors.

82. Co. Cork/Dublin City

Congress instructs the Executive Committee to meet with the DE to discuss the delayed payment to members who work with students for July provision, or as known last year, summer provision. It is proving more difficult each year to staff the July provision programme and delaying the payments, at times, up to three months later, adds to the difficulty of finding teachers for this programme. July provision is a necessity for some of the most vulnerable students, and members, although very passionate about working with these students, find themselves unable to sign up due to delayed payment. Many members are finding it more difficult to commit to July Provision due to delayed payment as it leaves them unable to pay for rent, mortgage, bills etc during the summer months. Congress calls on the Executive Committee to seek that payment for July Provision is made in a timely manner; Payment should be processed and delivered for the start of September.

The difficulties experienced by our members who engaged in the Summer Programme or who considered engaging were addressed by TUI at a Department of Education Stakeholders meeting and were also set out at an Oireachtas subcommittee meeting that focused on the issue.

A working group was established within the Department to develop a process to speed up payment to those engaged in the Summer Programme. The DE accepted that the timeframe for payment in 2021 was unacceptable.

The requirement of the motion has been

actioned as the DE has moved payment online and has given assurance that future payments will be made on time.

C3 – Examinations

106. Co. Laois

Congress calls on the Executive Committee to seek a reduction in the number of CBAs students are undertaking in Junior Cycle and also a review of the common level approach as some students are finding the workload at common level too strenuous.

The TUI has availed of all relevant fora to pursue this objective. For example, the TUI representatives on the NCCA Junior Board raised concerns about the stress caused to students because of the number of CBAs they are required to undertake.

The Union is also hopeful that the ongoing University of Limerick research study, which is being carried out on behalf of the NCCA, may be a useful vehicle. The first initial report by the study group gave some grounds for optimism. The second report is expected to be submitted to the NCCA in March 2023.

108. Co. Carlow

Congress instructs the Executive Committee to consult with the SEC to keep the pay increases given last year as the payment rate. This is the only way to attract teachers to the work and protect the integrity of the exams.

The TUI, working in partnership with colleagues in the ASTI, was successful in maintaining (and in some instances in securing increases in) the pay rates for superintendents and examiners for the written exams in 2023. The rate paid to oral examiners will be significantly higher than that which applied over recent years. More information is available in SEC circular S72/22.

C4 – Incremental Credit

110. Co. Cork

Congress instructs the Executive Committee to seek a reduction in the amount of time taken for the processing of incremental credit by the DE. Teachers are advised that it will take 20 weeks but in reality, it can take up to a year. Also,

teachers are heavily taxed when this backpay is issued so their cases should be expedited.

This matter has been raised with the DE. Delays are due in the main to staff shortages but also occur because submitted forms are often incomplete. The DE has agreed to examine the system for submissions.

C5 - Inservice

113. Co. Cork

Congress despairs at the continued abysmal quality of JCT training. Congress demands that all questions not answered on JCT training days, be answered in writing within one working week of JCT training sessions.

The JCT's agreement to this demand was not secured.

C6 – Posts of Responsibility

114. Executive Committee/Co. Carlow Noting

- the failure, to date, of the Department of Education to restore AP1 and AP2 posts of responsibility to the pre-moratorium level and that this failure conflicts with the intent of the September 2016 collective agreement
- the continuing degradation of the professional career structure resulting from imposition in 2009 of the moratorium on appointments to posts of responsibility
- the negative effect of the Department's failure on the morale of teachers
- the absence of a viable career structure as one of the primary causes of flight from the profession
- the seriously diminished capacity of schools to provide the requisite pastoral and other supports for students

Noting also

- the excessive workload of teachers, including Principal teachers, Deputy Principal teachers and post of responsibility holders
- the ongoing intensification of work both before and during the COVID-19 pandemic
- the more demanding regulatory requirements
- the chronic under-resourcing of policy

implementation across a range of areas, particularly in regard to the inclusion of students with additional needs

- the increased tendency of management, both locally and nationally, expediently to misrepresent inappropriate delegation of extra workload as the application of distributed leadership
- the inappropriate, cynical and exploitative pressure placed by management in some schools on vulnerable teachers to undertake post duties on an unpaid basis
- the over-loading by management in some schools of the responsibilities assigned to post-holders
- the misuse of technology to create and coerce an “always on call” working environment
- the erosion of personal/family and discretionary time and the profoundly negative effect of this on the morale and physical and mental health of teachers
- the erosion of collegiality caused by the confluence of these factors

Congress calls for strict and comprehensive application of the TUI directive on posts of responsibility and instructs the Executive Committee, with immediate effect, to demand

- a short and verifiable timeline for full restoration of posts of responsibility
- enhancement of the current schedule of posts - to apply for the 2022/23 school year
- significant further restoration in the context of the forthcoming Budget

In the event of failure or refusal by the Department to meet these requirements, Congress instructs the Executive Committee to

- put in place measures, short of industrial action, to protect members' personal time and professional integrity
- ballot members for a sustained and broad-based campaign of industrial action, up to and including strike action, to secure the restoration of posts of responsibility.

The restoration of posts of responsibility to pre-2009 levels is a critical objective of the TUI. In this respect, strict adherence to the TUI directive on posts

is key to this campaign. The Union has also emphasised the importance of the restoration of posts in the context of addressing the teacher supply crisis.

TUI used several high-profile media interviews related to the teacher supply crisis to highlight the hugely detrimental effect that the reduction in posts has had on teacher retention and the morale of the profession. In numerous public statements the Union has demanded the restoration of posts.

The TUI remains in negotiations with the DE for a revision of CL03/2018. Following representations by the Union for acceleration of these protracted negotiations, a meeting was held with the DE on 15th November 2022 at which the demands of the Union were clearly stated. The DE undertook to consult with the management bodies and to respond.

The Union also clearly stated its view that the DE is in breach of the collective agreement of September 2016 and that the decision some time ago to prioritise the creation of additional Deputy Principal positions over the restoration of AP1 and AP2 posts was entirely misguided and that a repeat of that mistake would be intolerable (pointing out that the cost of one DP position would fund 9/10 AP1 or some 20 AP2 posts).

In order to assist members and keep them briefed on developments, on 5th October 2022, the TUI held an online training session on posts of responsibility in schools.

115. Tipperary NR

Circular letter 03/18 states that in line with the principles of distributed leadership, Assistant Principals work in teams in collaboration with the Principal and /or Deputy Principal and have shared responsibility, commensurate with the level of the post (i.e. AP1 or AP11). This statement 'Commensurate with your post' unfortunately is open to a wide range of interpretation leading as a result to exploitation of many of our members. This inequitable workload for post holders in schools across the country is detrimental to the wellbeing of many of those presently holding AP1 & AP11 post.

Congress directs the Executive

Committee to meet with the DE with a view to reforming the present review process in order to establish a more equitable workload for posts.

In the ongoing negotiations with the DE regarding revision of CL03/2018, the TUI has raised the matter of excessive responsibilities being demanded by management of AP1 and AP2 post holders and has stated that excessive workload is a breach of the terms of the current Circular. The Union is seeking greater clarity in this regard in the successor Circular.

The TUI's online and regional training has addressed the issue of the selection and interview process for posts of responsibility. Training has also addressed the importance of the democratic, whole school determination of needs, how the post review process is to happen and the TUI directive on post of responsibility duties. The TUI regularly advises Branch Officers and Workplace Committees on the correct procedure to be followed when the whole staff meeting identifies and prioritises the school's needs (in accordance with the terms of CL03/2018).

C7 – Procedural Issues

120. Co. Donegal

Congress instructs the Executive Committee to negotiate with the Department of Education and management bodies to insist that spurious, mischievous and/or vexatious complaints made against teachers are identified as such and that the professional reputation of teachers is protected. If a student fabricates a spurious complaint, the school's code of behaviour must be invoked, up to and including suspension and/or expulsion.

The correct implementation of the complaints procedure is explained in the TUI training schedule as are the requirements of natural justice and due process. The legislation promised by Government in relation to parental/ student complaints against a decision of a school was not enacted in 2022.

In relation to complaints/allegations relating to child protection, progress was made under the auspices of the TCC in regard to the demand of the TUI and

our sister unions for anonymisation of the persons involved at first report to the employer of the existence of a complaint/allegation.

122. Co. Cavan

In light of the disregard for the agreed timelines in dealing with issues under the Grievance Procedure and the non-existent timeline with TUSLA investigations, Congress instructs the Executive Committee to address this with the management bodies within DE and ETBI.

During the course of 2022 the TUI engaged, as the secretariat of the staff side to the unions/ETBI Consultative Forum, to update the ETB Sector Grievance Procedure. A specific report on this process is contained in the Annual Report. Tusla is a statutory agency that has a remit that is independent of the DE. The TUI has regularly voiced its concern regarding the sometimes very lengthy timelines for investigations by the agency.

119. Co. Cavan

Congress instructs the Executive Committee to issue procedures and guidelines to be followed in relation to the following:

- a. Electing staff representation to a schools Board of Management.
- b. Updating and creating school policies.
- c. Electing staff "Safety Representation".

While many schools and centres adhere to proper protocol and procedures some are less favourable to openness and transparency. When a TUI workplace committee challenges any of these, it's important to have a written procedure from TUI available. This enables members to be proactive rather than reactive.

Training for members of workplace committees has been provided online and in person regionally. This has addressed these and other issues associated with the effective establishment and working of Workplace Committees.

124. Co. Carlow

Congress instructs the Executive Committee to explore and discuss current procurement and financial practices for individual schools/ETBs with ETBI, as the ETB financial divisions are now merging all schools in an ETB as one

standalone financial organisation, expenditure is causing a shift in practice. Rather than accounts showing school A spent €5000 on buses and so on, it shows _____ETB spent €50,000 on buses resulting in a procurement issue. Of course very few schools would reach the threshold for procurement if their budgets were kept as standalone budgets, as they should be. Schools – the teachers and principals are no longer allowed to spend their own school money as they choose but have to submit to the suppliers chosen by the ETBs through the procurement process. This micromanaging of school budgets is of course at odds with the role of the school principal, where one of the key duties is to manage the school finances.

By merging all the schools under one umbrella, simple actions such as booking a bus or ordering ink for printers become onerous tasks, as the teachers must complete vast amounts of paper work, must often pay more money than they would if local suppliers were used and are often reminded when they question this practice that they are contractually obliged to do this work. This added workload is not in any contract and as such we are now submitting to completing extra duties for free.

As we have all learned in 2020 & 2021, our own local communities need our support. The current practice of looking at all times for the cheapest supplier is at odds with the sustainability strand that runs through the core of Junior Cycle and society at large. Sustainability education teaches us that there are 3 strands to sustainability; environmental, social and economic. Our ETBs seem to have forgotten that each school is in fact a stand-alone school with a single budget. It is very clear from recent procurements that have taken place that no consideration is given to the social and environmental strands. This practice needs to end. Schools and ETBs should be environmentally aware and should operate in a sustainable way. To allow for social development in their communities, ETBs should be running local and not nationwide procurement competitions. It is time that we, the schools, and ETBs started to practice what we teach and preach.

The current procurement and financial practices in ETBs and schools have

been raised with the managerial bodies with a view to reducing the associated bureaucracy and workload issues. The issue has been raised at local joint consultation meetings with the relevant employer.

123. Co. Kerry

Congress calls on the Executive Committee to address with the relevant bodies and the Department of Education the current procurement practices of some ETBs. Procurement practices in these ETBs is negatively impacting relationships between schools and local businesses and their extended school community. It does not save money and schools should be allowed to support local business in rural areas who in turn support schools through sponsorship, work experience provision etc. Many of these business people are sending their children to our schools as are their employees. Competition is gone and as a result the service provided is poor as those selected by ETBs know they are guaranteed the business and are too far away for any real relationship to form with their customers resulting in schools being left waiting for weeks for books and supplies that could be sourced locally in hours.

See Motion 124 (above)

121. Cork City

Congress deplores the practice of some ETBs to hold information meetings for staff and then claim that these meetings were consultations, when staff were given no opportunities to contribute their views or query the process. Congress instructs the Executive Committee to play their part in discouraging this practice.

While the Executive Committee will issue guidelines on the conduct of staff meetings, it inevitably and necessarily is a matter for members of TUI (through the Workplace Committee if need be) to address their concerns to local management in the first instance and to seek a satisfactory resolution.

C8 – Stand-alone School Issues

125. Dublin C&C

The 4 hour alleviation of teaching hours for Assistant Principal 1 post holders is not afforded to all TUI members. This directive is not recognised or honoured in

all Voluntary Secondary schools. Congress instructs the Executive Committee to immediately address this issue with the JMB and the DE and to insist that this alleviation is applied to all TUI members who hold AP1 posts, regardless of the sector within which they are employed. This alleviation should be in place for all TUI members in advance of Congress 2023.

The issue of the alleviation of 4 hours for AP1 post holders was addressed with the JMB. It was noted at this meeting that many Voluntary Secondary Schools are applying this alleviation. TUI set out its belief that failure to implement this alleviation is causing many post holders to relinquish their posts, reduce the volume of work they can engage with, experience burn out or refuse to apply in the first instance for these posts. The JMB acknowledged the concerns of the TUI but noted that the Department of Education does not provide an allocation to schools to facilitate such alleviation. In the absence of an allocation, their long-held policy is that they are not in a position to support this alleviation. The TUI Executive Committee noted that the TUI policy is that all AP1 post holders, regardless of the sector, are entitled to this alleviation.

126. Dublin C&C

TUI represents members in over 100 schools in the voluntary secondary sector. These members are not afforded the same representation and protection as colleagues in ETBs and C&C schools. Members are forced to use the ASTI/JMB procedure on an ad hoc basis, which is definitively inferior to TUI procedures. Congress instructs the Executive Committee to immediately open talks with the JMB, and all other relevant stakeholders, to negotiate an agreed grievance procedure for this sector. The procedure should be fully negotiated, agreed and ratified by the National Executive of TUI and included as an appendix to the Annual Report 2023.

TUI has engaged with the JMB with a view to negotiating a revised agreed grievance procedure. Such a negotiation would be conducted in conjunction with our sister union.

127. Dublin C&C

Membership of the TUI has grown dramatically in the past number of years.

Many of these members work in the Voluntary and C&C sector. While members may be in the majority in some schools, in others, the TUI is the only union organising. In particular, in the majority of Educate Together Secondary Sector, the TUI is the union of choice. Congress demands that members in Voluntary and C&C schools are afforded the same representation and protection as their colleagues in ETBs. To that end, Congress instructs the Executive Committee to secure a consultative forum, with the relevant management bodies, for engagement on policy and procedural issues and further instructs that a report on the operation of this forum is contained within each Annual Report, under an appropriate heading in the industrial relations section, from 2023 onwards.

TUI and the JMB have agreed the establishment of a joint consultative forum to discuss relevant matters. Meetings will be held at regular intervals during the year.

TUI continues to work with the JMB and other education stakeholders on the development of education policy, Circular Letters and other proposed developments in education. From 2023 onwards the Annual Report will include relevant details of these meetings.

C9 – Supervision and Substitution

128. Co. Carlow/Co. Cavan/Co. Donegal/Co. Meath/Galway City
Congress instructs the Executive Committee to renegotiate a yearly circular to include a yearly opt-in and opt-out option for teachers in relation to Supervision and Substitution without any service restrictions. In 2017, Circular 0047/2017 imposed a minimum of a 15-year length of service clause in order to opt out of the Supervision and Substitution scheme which was discriminatory to teachers with less than 15 years' service.

The unions have a claim at the Teachers' Conciliation Council (TCC) for provision of a further opt-in and opt-out of the S&S scheme.

130. Galway City
Congress instructs the Executive Committee to demand that the Department of Education revert back to

pre Haddington Road Agreement arrangements for Supervision and Substitution. These arrangements were brought in during the period of austerity and are no longer fit for purpose.

The TUI has lodged a claim at the Teachers' Conciliation Council (TCC) to seek the restoration of S&S to pre-HRA levels.

Before the austerity cuts applied from 2008 onwards, the Supervision and Substitution (S&S) duties of a teacher were set at a maximum of 1.5 hours per week subject to a maximum delivery of 37 hours per academic year. Teachers were paid a pensionable allowance of €1,769 per year for this S&S work.

In 2013, under the terms of the HRA, the €1,769 allowance was abolished and the annual quantum of hours of S&S increased from 37 to 43 – i.e., 6 additional hours. The additional hours could be used only for the purposes of substitution and could not be allocated to supervision (although allocation of the original 37 hours as between Supervision and Substitution could vary, subject to a maximum allocation of 50 minutes per week to supervision).

Under the HRA, the existing S&S Scheme was amended as follows:

- *Maximum delivery per week (of S&S combined) was increased from 1.5 hours to 3 hours per week, subject to the new maximum delivery in a year of 43 hours.*
- *For the purposes of substitution, a teacher was required to indicate/nominate five class periods per week during which s/he would be available if called upon.*
- *Supervision, being entirely predictable and patterned, is rostered for the year.*
- *The combination of rostered/recurring supervision and substitution actually done could not exceed 3 hours per week and all was a charge against the 43 annual hours for S&S.*
- *Participation in the scheme was compulsory (other than for those teachers who had previously not opted into the S&S scheme).*

Under the terms of the Lansdowne Road Agreement (LRA) a sum of

€1,592 was added to each point of the pay-scale of teachers in the S&S scheme. This was in lieu of the pensionable allowance that had been removed under the HRA.

Of the €1,592:

- €796 was paid with effect from September 2016 and
- €796 with effect from September 2017

The total restored was €1,592. The payment was never fully restored to the 2008 level. The restored rate to all teachers engaged in S&S is the rate originally applied to new entrants in 2011 (i.e., €1769 minus the cuts applied to "new entrants"). Effectively, all teachers were treated as new entrants for the purposes of the LRA supervision and substitution adjustment to scale.

The Union's submission to the HRA Hours review body in 2022 sought reduction from 43 to 37 in the annual quantum of S&S hours – i.e. to the pre-HRA quantum. The review body did not accept our view in this regard.

At the TCC, the Union has lodged a claim for increased payment for the hours, arguing that the rate of payment currently reflects an austerity cut the continuation of which is discriminatory against teachers.

131. Dublin C&C
Congress instructs the Executive Committee to renegotiate the terms of Circular Letter 06/2014 to reflect the fact that many schools have hour long or 58 minute classes. The quantum of time to be designated for S&S should be expressed in hours/minutes rather than class units, so as not to unfairly disadvantage those working in schools with classes in excess of 40 minutes.

The TUI, at the TCC, has sought a rewrite of the S&S Circular to take into consideration the effect, in some schools, of a move to either 58 minute or 1-hour classes. Discussions in this regard are ongoing.

C10 – Teaching Council

134. Dublin & Dún Laoghaire

The Teaching Council - as of the financial year ending 2020 - has over €18 million in reserves. This is an outrageous amount of money. Congress instructs the Executive Committee to negotiate with the Teaching Council to reduce the annual registration fee to €50 to come in line with the registration fee in the UK (£44).

TUI members on the Teaching Council have requested a reduction in the initial registration fee of €95 and also the annual registration fee of €65. The Teaching Council has refused this request, stating that the current fee levels are required to offset the costs of the registration processes.

132. Dublin C&C

Teachers of special education teach a suite of 'subjects' to SEN students depending on their individual priority needs, as outlined in the Student Support Plan. Congress instructs the Executive Committee to negotiate with the Teaching Council to give immediate acknowledgement and recognition to members who have obtained a level 9 Postgraduate Diploma in Inclusive and Special Educational Needs teaching and to have this SEN qualification listed as a stand-alone teaching 'subject' along with a member's existing list of teaching subjects, as stated on the Certificate of Registration with the Teaching Council.

The Teaching Council allows additional relevant qualifications, including a level 9 Postgraduate Diploma in Inclusive and Special Educational Needs teaching, to be listed on a teacher's registration. However, the Postgraduate Diploma in SEN cannot be registered as a stand-alone teaching subject.

133. Cork City

Congress instructs the Executive Committee to negotiate with all necessary bodies with the aim of securing a reduction in the teaching council registration fee for NQTs in their first year of teaching.

The TUI members on the Teaching Council have sought this reduction at Council meetings. The request has

been denied on the basis that this sum is required to cover the administrative cost of registering these members. The Council pointed out that, since its establishment, there has been no increase in the cost of registering or re-registering with the Teaching Council - the cost to register having remained constant and the cost to re-register having been reduced in 2013 from €90 per annum to the current €65.

C11 – Transfers/Redeployment

135. Co. Donegal/Co. Offaly/Co. Westmeath/Executive Committee/Galway City/Dublin C&C

Congress instructs the Executive Committee to negotiate with the DE and other employers to establish a national voluntary redeployment panel. Teachers who wish to relocate would keep their permanent/CID status. Congress calls upon the DE and other Employers in the post-primary education sector to establish an appropriate online portal on which teachers seeking voluntary redeployment could enter their details and be facilitated with redeployment to a post in another region. Using this portal, teachers would enter details such as qualifications, teaching council number, teaching subjects, the area they wish to transfer to and other relevant information. The establishment of this scheme is essential for the well-being of teachers who travel for hours daily to and from work. The European Parliament policy directive on The Work Life Balance 2019 promotes such initiatives. Furthermore, it would reduce teachers' carbon footprint, which is in line with Irish and European Parliament positions on climate targets.

At the ICTU Women's Conference at the end of September 2022, the TUI submitted a motion calling for a permanent mechanism for second level teachers to transfer to another school. This was unanimously passed. The TUI gave examples of the distances travelled by some TUI members on a daily basis to and from work citing, for example, that one member travels from Galway to Dublin and another from Wexford to Dublin.

The full text of the motion is set out below:

"ICTU Women's Conference notes that there is presently no

permanent mechanism for teachers to transfer to another school within the post-primary sector without losing their permanent/CID status, even though they hold the necessary qualifications and expertise to teach jobs being advertised in their subject areas closer to home or in their desired location to live. This has a huge effect on the life/work balance of our members, especially women, who often have to travel, in some case through several counties to go to their place of work. Often these women put having families on hold while they try to re-establish themselves in an area closer to home with no guarantee of a permanent position. ICTU Women's Conference calls upon ICTU to bring this issue to the Department of Education and other Employers in the post-primary education sector to establish a mechanism whereby teachers seeking voluntary redeployment could apply to a national redeployment scheme. While the DES has a scheme presently, it is limited to certain counties and only between 4-7% of those applying are granted redeployment. This means that 93-96% of those applying are unsuccessful."

The TUI Executive Committee has established a working group to explore existing international best practices for a national voluntary redeployment scheme and investigate possible initiatives that would allow teachers seeking redeployment to identify a similarly qualified teacher seeking a reciprocal arrangement. To this end, the TUI working group is conducting a survey to research the experience of members and to identify possible working solutions.

D. COVID-19

137. Co. Cork (Amended by MTU Cork/Co. Galway)

Congress demands that the Executive Committee pursue increased safety measures and permanent availability of emergency substitution in schools and third-level colleges in light of the emergence of more infectious virus variants in recent times. As a matter of

urgency, proper contact tracing for pupils and staff of schools and third-level colleges should be re-instated. Close contacts should be referred for PCR tests as opposed to Antigen tests. HEPA air filtration should be installed in every room of a school or college. The numbers in classrooms should be further reduced to facilitate proper social distancing.

In media interviews in early 2022, the TUI set out the significant value of appropriate ventilation and air filtration in helping to guard against the spread of viruses. The Union made clear that not every education centre is the same and that resourcing for the installation of appropriate systems for those that require them should be made available.

The Union continues to engage with the Departments and the other stakeholders in monitoring the threat posed by COVID-19 and in responding appropriately, guided as necessary by the advice of the public health authorities.

In respect of alleviation measures, the continuation of the emergency substitution scheme was secured for the 2022/23 school year and the number of additional paid substitution hours that a teacher can undertake per term was increased from 20 to 35.

E. Housing

141. IT Carlow/Dublin Colleges/Dundalk IT/Executive Committee/Dublin & Dún Laoghaire/Dublin City

Congress agrees that the housing crisis is having a detrimental effect across society. Teachers, lecturers and our students are struggling with escalating housing costs and are, in many cases, effectively locked out of the housing market and denied the right to a decent and affordable home. Pay increases to members are effectively wiped out by rising housing costs.

Congress therefore instructs the Executive to campaign for:

- The declaration of a housing emergency
- A referendum providing for the right to housing
- Rent controls and greater protection for tenants
- Affordable student accommodation
- A state led building programme to

provide social and affordable, energy efficient housing

Congress instructs the Executive Committee:

1. to seek that the ICTU, under the auspices of the Raise the Roof Campaign, organise a major campaign of action on housing including a mass demonstration in May.
2. to ensure that all protests that call for Government action on the lack of affordable accommodation emergency have an official TUI presence
3. to ensure that support for these protests are communicated beforehand to all TUI branches.

In several high-profile media interviews, including one backed up with a case study of a TUI member on RTE's This Week programme, the Union has drawn attention to the clear links between the unavailability and expense of accommodation and the teacher recruitment and retention crisis.

The Union has continued its support for and participation in the Raise the Roof campaign and on the Union's website and social media channels, the TUI promoted the Raise the Roof march that took place in November.

F. Climate Action/Justice

142. Executive Committee/Co. Kerry/Dublin Dún Laoghaire/Dublin City

Congress condemns the Ministers For Education and Further and Higher Education, Research, Innovation and Science for failure to provide meaningful climate justice and sustainability education in curricula and programmes at post-primary, further and higher education and calls on the Executive Committee to engage with the Departments of Education and Further and Higher Education, Research, Innovation and Science, and NCCA to immediately embark on curriculum development to rectify this deficiency in addressing the climate emergency and preparing students and learners to actively participate in climate justice.

The TUI is represented on the NCCA development group for Climate Action and Sustainable Development. The TUI will continue to pursue the issue of

climate justice as well as equity and human rights. The development group is expected to conclude its work in late 2023.

The TUI, in our interactions with QQI and FE/HE providers has advocated for the appropriate integration of sustainability education into curricula/programme.

The TUI has also engaged with UCC to devise a CPD course for members.

Through its affiliation to the ETUCE, the Union is participating in two projects that focus on education for sustainability.

144. Co. Wicklow

Congress instructs the Executive Committee to engage with the Department of Education, the Department of Further and Higher Education, Research, Innovation and Science, and ETBs on creating environmentally sustainable workplaces for its staff, creating policies on new building design, retrofitting and maintenance that are consistent with a carbon zero future. Congress supports the implementation of the All-Ireland Pollinator Plan 2021-2025 in all schools and campuses creating environmentally sustainable outdoor areas for students and staff.

The TUI's Climate Committee secured meetings with the relevant officials to set out this position and also attended the inaugural Education Buildings Conference in O'Reilly Hall, UCD. Detail in relation to these representations is carried in the Annual Report.

143. Limerick City Schools

Congress notes the inefficient and sub-standard infrastructure in schools and centres of education. Current token measures that stand for sustainability, such as switching off lights do not go far enough. Schools and centres of education should be a bastion of sustainability. This Congress instructs the Executive Committee to meet with the Department of Education to demand that genuine sustainable measures at a structural level, such as retrofitting, dual flush toilet systems and solar panels, are used in the infrastructure of our schools and centres of education.

See Motion 144 (above) and the update in the Annual Report.

146. Dublin & Dún Laoghaire/Co. Kerry/Executive Committee/Dublin City

Congress condemns the Ministers of Education and Further and Higher Education, Research, Innovation and Science for the absence of a clear infrastructural development plan which is consistent with addressing the requirements of the Climate Action and Low Carbon Development (Amendment) Act 2021 and instructs the Executive Committee, in light of in excess of 1,200 building projects to be undertaken in the Education Sector in the next 5 years, to engage actively with the relevant government departments with a view to ensuring that all such building projects are consistent with the Act.

See motion 144 and the update in the Annual Report.

147. Dublin City/Dublin & Dún Laoghaire/Co. Kerry/Executive Committee

Congress notes the Intergovernmental Panel on Climate Change (IPCC) sixth assessment report and, as such, Congress instructs the Executive Committee to declare a climate emergency and commit inter-alia, at least, to the provisions of the Climate Action and Low Carbon Development (Amendment) Act 2021 and adopt a path for the Union to achieve a minimum 51% reduction in emissions by the end of this decade.

The TUI's Executive Committee declared a climate emergency and posted the Union's declaration on the TUI's website. The Union is actively exploring initiatives to achieve a minimum 51% reduction in emissions by the end of this decade.

145. Limerick City Schools

Congress notes the climate emergency. Through their activism, students have played a key role in highlighting the inaction on the part of policymakers. In line with the National Education Union in the UK, the Teachers' Union of Ireland will meaningfully support future climate strikes through campaigns and other initiatives. Furthermore, this Congress calls on the Executive Committee to oppose taking any disciplinary action against students who participate in climate strikes.

The Union has publicly and consistently taken this position and has advised all relevant fora, internal and external, to that effect.

G. Investment in Education

148. Executive Committee

Congress notes that the ongoing neglect and chronic underfunding of the education system by Government is doing untold operational and reputational damage to Irish education. At second level, the funding situation remains dire, with Ireland's spend of 1.1% of GDP the lowest of the 36 countries for which figures are provided, far behind the OECD and European averages, both 1.9%.

The Further Education and Training sector, which play a critical role in Irish society, also requires significant investment and support. The negative impact of this underinvestment in tertiary and education provision alternative to the Leaving Certificate is evidenced by the fact that 41 per cent of adults in Ireland without a Leaving Certificate qualification earned at or below half of median earnings in 2019 compared to an OECD average of 27 per cent.

At third level, the funding crisis and failure to recruit saw an increase in the ratio of students to academic teaching staff from 20:1 to 23:1 in one year – this is vastly higher than the OECD and European averages of 15:1. Technological Universities will also require significant funding if this new sector is to be both sustainable and successful.

Congress therefore instructs the Executive Committee to demand that Government significantly increases funding to the post-primary, FET and third level sectors, at a minimum to align with OECD and European norms. Furthermore, Congress instructs the Executive Committee to seek that the Government impose a 1% levy on corporate profits in order to generate a dedicated fund for investment in higher education.

The OECD's 2022 Education at a Glance report (October 2022) highlighted the continued under-investment by government in Irish education. The TUI has repeatedly commented on the issue in the media and in all available fora, focusing on the damaging effects of under-investment on

students' life chances and choices. The TUI's pre-Budget 2023 submission to Government also emphasised the urgent need for increased public investment in education.

150. Executive Committee

Congress reaffirms TUI's belief in inclusive second level education as an intrinsic part of a continuum of publicly funded education designed for the public good within the context of the social contract and notes that quality public education is also officially recognised as an essential public service. However, the current level of investment in education (expressed as a percentage of GDP) is significantly less than what is needed to support service of a consistently high quality, especially to those students who are disadvantaged, marginalised and/or have additional needs. Congress therefore instructs the Executive Committee to demand that Government commits to tackling educational disadvantage using all mechanisms available, including reduction in the Pupil-Teacher Ratio (PTR) and investment in education at a level no lower than the OECD average so that all students can participate fully in and derive greatest benefit from a high quality, publicly funded education system.

See Motion 148 (above). At the DE's DEIS advisory group, the TUI consistently emphasises the inhibiting effect of under-investment, especially on students from disadvantaged or marginalised communities.

151. Executive Committee

Circular 46/2020 allowed for increased management and staffing support, including a PTR adjustment of 0.6 whole time equivalent posts, additional guidance provision and additional posts to alleviate school difficulties on re-opening. A recent OECD report shows that Ireland's spending on education for the post-primary sector (at 1.1% of national wealth) is the lowest of the 36 countries for which figures are provided. Congress instructs the Executive Committee to negotiate with the Department of Education that the additional allocation to schools advised in Circular 46/2020 remain.

The TUI has sought retention of various mitigation measures and some have been retained.

149. IT Sligo

Congress instructs the Executive Committee to negotiate with the Department of Further and Higher Education, Research, Innovation and Science sufficient levels of funding to resource Technological Universities and Institutes of Technology.

The TUI, directly and through the ICTU's sectoral committee, has consistently sought increased levels of funding for Technological Universities and Institutes of Technology in order, not least, to enable them to meet the challenges of very significant structural change.

Cognisant of the need to raise the required revenue, the Union has continued to seek the establishment of a dedicated Higher Education fund, sourced by a 1% levy on corporate profits.

H. Rules - required under legislation

152. Executive Committee

Congress directs that Rule 4 be deleted and that all subsequent rules be renumbered accordingly.

The Rule Book was updated – May 2022

153. Executive Committee

Congress directs that Rule 85 be deleted and that all subsequent rules be renumbered accordingly. This is in line with Revenue Rules.

The Rule Book was updated – May 2022

I. Rules

156. Executive Committee/Co. Cavan/ Dublin & Dún Laoghaire/Co. Meath/Co. Offaly/Co. Westmeath/Co. Kerry/Dublin City/Dublin Colleges/Tipperary NR/Dublin C&C Rule 8.

Amend to read:

- i. A person who is an in-benefit member of the Union at the time of her/his retirement shall, subject to her/his formal prior consent, transfer into membership of the Retired Members' Association on such conditions as are determined by the Association's Constitution and on payment of the subscription determined by the AGM of the Retired Members' Association and

approved by the Executive Committee. Also subject to her/his prior consent, her/his relevant details and contact details shall be shared with the RMA's Membership Officer and its Treasurer;

- ii. The retired member's first year subscription will be paid by the TUI Branch of the member at time of retirement;
- iii. The Retired Members' Association shall deal exclusively with matters affecting their interests as retired members;
- iv. The Constitution of the Retired Members' Association shall be approved by the Executive Committee of the Union and any changes shall be subject to the approval of the Executive Committee;
- v. Representation to outside bodies shall be through the Executive Committee of the Union.
- vi. Retired members shall have the right to attend and speak at Branch meetings but shall not have the right to vote on any matter concerning the Union, nor shall they hold office under the Union.
- vii. Retired members shall not be reckoned as members in calculating the number of delegates to Congress as provided in Rule 14(ii)

The Rule Book was updated – May 2022

160. Executive Committee

Term of office for Executive Committee members

Rule 14 (i) be amended to read:

Congress shall consist of:

- (i) the Executive Committee
- Rule 50 to be amended to read "With effect from 2023, the Executive Committee shall appoint from amongst its members an Honorary Secretary at the first meeting of the Executive on or after the 1st of July each year. The Honorary Secretary shall, while holding this office, be a Trustee of the Union unless removed from Trusteeship by resolution of a majority of the members voting for that purpose."

Rule 51 to be amended to read "With effect from 2023, the Executive Committee shall appoint from amongst its members an Honorary Treasurer at the

first meeting of the Executive on or after the 1st of July each year. The Honorary Treasurer shall act as Chairperson of the Finance Sub-Committee."

Rule 46 to be amended to read "With effect from 2023, each Area Representative shall hold office for a period of two years from the 1st of July next succeeding his/her election until the 30th of June, inclusive, in the year in which his/her period of office comes to a close, unless previously removed by a resolution of a majority of the members voting by ballot for the purpose of such removal.

At the end of each year one half of the Area Representative seats on the Executive Committee shall fall vacant and an election shall be held in their regard."

Insert new Rule 47 and renumber all subsequent rules accordingly; Between Congress 2023 and Congress 2024 while rule 47 applies and then rule 47 falls after Congress 2024 rules are subsequently re numbered again;

In order to enable 1st July to become the commencement date of the term of office for Area Representatives, the term of office of each serving Area Representative who is in the second year of that term of office at Annual Congress 2023 shall be extended until 30th June 2023. Following application of this enabling adjustment this Rule 47 shall expire and shall be removed from the Rule Book for Annual Congress 2024 and subsequent rules shall be renumbered accordingly.

The Rule Book was updated – May 2022

163. Executive Committee

Congress directs that Rule 78 be amended to read as follows:

The Branch Officer Board shall consist of Branch Chairperson, Secretary, Treasurer and Equality Officer. At the discretion of the Branch, a Branch Committee may also be elected including the Branch Officers and the elected School/College/Centre Representatives from each school/college/centre and/or such other sector or grade-specific representatives/functional roles as the Branch may decide at the Annual General Meeting of the Branch. The composition of the Branch Committee must be specified in the Standing Orders of the Branch. In exceptional circumstances, in

respect of a Branch, the Executive Committee may approve of a more appropriate system. The Branch Chairperson shall be Chairperson of the Branch Officer Board. Consequently, amend Rule 79 and Rule 80 by replacing 'Branch Committee' with 'Branch Officer Board' throughout.

The Rule Book was updated – May 2022

J. Equality

170. Co. Sligo/IT Carlow/Dublin & Dún Laoghaire/Co. Kerry/MTU Cork/WIT/St. Angela's Sligo/Dundalk IT/Co. Clare

Congress instructs the Executive Committee to negotiate the same leave provisions for parents who have children by surrogacy as to those provided to parents under the Adoptive Leave Scheme.

Negotiating leave entitlements for surrogate parents is hampered by the lack of legislation in Ireland in this area. Surrogacy is neither legal nor illegal in Ireland. Currently the Health (Assisted Human Reproduction) Bill 2022 published in March 2022 is before the Dáil. As new legislation is enacted this will pave the way for establishing a legal entitlement to leave for surrogate parents beyond parental leave.

The teacher unions have put the issue on the agenda of the TCC.

175. Dublin City

Congress instructs the Executive Committee to meet with the DE in order to have members, currently excluded from availing of bereavement leave, included in said scheme. Members who are not legally married or in civil partnerships cannot take paid bereavement leave if a member of their partner's family dies. Although some members may avail of the leave due to the discretion of management, they are being discriminated against due to their family circumstances. Congress calls for all members to be included in the bereavement scheme regardless of their family status.

On 12th December 2022, following representations by the TUI and our sister unions, a new Circular Letter in relation to bereavement leave issued. Circular 0078/2022 is titled 'Bereavement Leave Scheme for Registered Teachers

employed in Recognised Primary and Post Primary Schools'. This Circular superseded Bereavement Leave entitlement referenced in Circular 0019/2000 (titled 'Extension of substitute cover to include certain teacher absences arising out of particular family events' for post-primary teachers) and provides for bereavement leave for a wider group of relatives including family members of a co-habiting partner.

The extended bereavement leave for teachers and lecturers is now in line with the civil service.

168. Co. Limerick/Executive Committee

Congress demands that the TUI negotiate with the Department of Education, the Department of Further and Higher Education, Research, Innovation and Science and the relevant management bodies in relation to:

- The provision of well-resourced anti-racism awareness training for all staff and students commencing during the 2022/23 Academic year.
- The adoption of an anti-racism policies, by all schools and colleges following consultation with staff and students no later than January 2023.

This matter was discussed at the TUI Equality Council meetings and an anti-racism policy is being considered by the Council.

The matter was also discussed at meetings of the four teacher unions and will be raised with the respective management bodies.

TUI became a member of the national Anti-Racism Network and is represented on this network.

172. Co. Clare/IT Carlow/Co. Kerry

Congress supports the benefits of diversity within the teaching population and requests the Executive Committee to work with stakeholders for the removal of all existing training and cultural barriers to the full integration and inclusion of migrant teachers in the Irish teaching workforce.

This matter is being addressed by the Teaching Council. TUI members on the Council have supported initiatives that provide clear pathways to registered teacher status for migrant teachers.

K. Health and Safety

177. Executive Committee

Under the Health, Safety and Welfare at Work Act, 2005, all employees are entitled to elect a Safety Representative. This person's role is to represent all staff on health and safety matters in their workplace. Experience has shown that not all schools/centres/colleges have elected a Safety Representative and therefore Congress instructs the Executive Committee to:

- Create awareness of the role of Safety Representative, highlighting the legal requirement for schools, colleges and centres to elect at least one Safety Representative
- Inform and advise Safety Representatives in relation to the rights and responsibilities of their role, which include,
 - accompanying a Health and Safety Authority inspector carrying out an inspection under Section 64 of the 2005 Act
 - at the discretion of the inspector, and when the employee concerned so requests, being present when the inspector interviews an employee about an accident or dangerous occurrence at the workplace
 - making representations to the employer on safety, health and welfare at the workplace
 - making verbal or written representations to inspectors, including about the investigation of accidents
 - receiving advice and information from inspectors in relation to safety, health and welfare at the workplace and
 - consulting and liaising with other safety representatives appointed in the same workplace
- Remind members that a Safety Representative is an elected position that cannot be assigned as a role under a Post of Responsibility schedule (AP1/AP2) in our schools/colleges/centres, that there are legal obligations associated with the role and that it is a role to which members of staff other than teachers/lecturers may be elected
- Make clear to members the important distinction between the role of Safety Representative and that of Safety Officer, the latter being held ex officio (by the Principal/Manager in a C&C

and Voluntary Secondary school/CE in the case of an ETB/Health and Safety Officer or Head of School in an IoT/TU) and having significant statutory responsibilities.

All workplaces were advised of the following on 1st September 2022:

Under the Health, Safety and Welfare at Work Act, 2005, all employees are entitled to elect a Safety Representative. This person's role is to represent all staff on health and safety matters in their workplace. Experience has shown that not all schools/centres/colleges have elected a Safety Representative even though this is a legal requirement.

There is an important distinction between the role of Safety Representative and that of Safety Officer, the latter being held ex officio (by the Principal/Manager in a C&C and Voluntary Secondary school/CE in the case of an ETB/Health and Safety Officer or Head of School in an IoT/TU) and having significant statutory responsibilities.

A Safety Representative is an elected position that cannot be assigned as a role under a Post of Responsibility schedule (API/AP2) in our schools/colleges/centres. It is a role to which members of staff other than teachers/lecturers may be elected.

The Health and Safety Authority (HSA) has developed a free online course for safety representatives. This short 30-minute course is designed for new and existing safety representatives. It is also suitable for employers, employees, safety committee members and anyone with an interest in health and safety matters.

The aim of the course is to raise awareness of the role of a safety representative and to provide health and safety information relevant to that role. The Safety Representatives course does not replace training but provides information that may be useful as part of the training process.

Certification is provided by the Health & Safety Authority (HSA) to those who complete the course and achieve a minimum of 80% in the on-line questions at the end of the training. The

entire course including the questions will take approximately 30 minutes.

184. Co. Cork

Congress demands that the Executive Committee negotiates proper leave for teachers that must be absent following an injury incurred in the workplace. Currently, there is no provision for leave following an occupational injury and the absence is taken from teachers' sick days. Teachers that have suffered injuries in the workplace should not be penalised in this manner.

This matter has been brought by the teacher unions to the TCC but, to date, the Official side has not acceded to the claim.

181. Co. Cork

Congress instructs the Executive to negotiate better terms of absence under the Assault Leave provisions. Currently, "The maximum leave available under the Scheme for Leave of Absence following Assault is 3 months (92 days) at full pay in a rolling 4 year period. In exceptional cases, such as where a significant period of hospitalisation is required or in situations of a second or subsequent incident of assault, the leave may be extended for a further period not exceeding 3 months (91 days) at full pay, subject to an overall limit of 6 months (183 days) at full pay in a rolling 4 year period." In cases of serious assault, teachers should not have to use their sick leave entitlement once they have used the maximum leave available under the current scheme.

It has not been possible to make progress at the TCC in respect of this matter.

180. Executive Committee

Recognising

- the extent to which work intensification, the ongoing diversification of learner cohorts and implementation of inclusive education as core practice, inter alia, have made the work of members more complex and difficult
- that this has the potential to impact negatively on the physical and mental health of members and
- that employers in the education sector are routinely derelict in their duty to protect the health and safety of staff,

Congress requires the Executive Committee to enter discussions, as a matter of urgency, with the relevant departments, employer representative bodies and agencies with a view to

- (a) securing systemic access to employer-provided, high quality training in practices to safeguard the health (physical and mental) of staff given the duty of care obligations of employers and to
- (b) putting in place practical measures – including additional staffing and other appropriate resources – to prevent negative impacts on the health (physical and mental) of staff and to report to Annual Congress 2023 in relation to progress in this regard.

Other than some local initiatives, there has been little progress in relation to this matter.

183. MTU Cork

Congress instructs the Executive Committee to take all steps necessary to have 'work induced stress leave' not counted as sick leave for all TUI members both 2nd and 3rd level.

It has not been possible to progress this matter.

Congress instructs the Executive Committee of the TUI to formally issue support for the Workplace Ventilation Bill which has passed second stage in the Dáil. Nearly two years into a pandemic which is spread through the air is too long to wait for regulation on the air quality in work places. It is imperative that the bill be pressed through with urgency and not be side-lined by government, and the role of trade unions is vital in maintaining pressure on this issue.

The Bill has yet to progress beyond Stage 3 (Committee Stage).

L. Education

190. Co. Cavan/Co. Donegal

Recent years has seen an influx of learners without English as their first language. This has placed an enormous strain on existing resources. Congress therefore instructs the Executive Committee to negotiate with the DE and DFHERIS a scheme that would enable such learners to gain basic skills in the English language to assist them to participate in education.

The TUI continues to pursue this matter wherever possible. However, the DE is insistent that all matters relating to EAL can only be examined through the existing SEN model or, in the case of Ukrainian students, through the REALT process.

194. Co. Offaly

Congress instructs the Executive Committee to negotiate with QQI/ETBI to update module descriptors so that outdated and over assessed content within descriptors are removed and modern content inserted.

In late 2022, the TUI was engaged in a consultative process with QQI.

191. Co. Cork

Congress demands that the Executive Committee seeks an end to the unacceptable inequality being practiced in July Provision. Siblings are currently not entitled to 40 hours each, the 'household' is entitled to 60 hours in total effectively cutting each child's provision down on a pro-rata basis. For example, in the case of two children attending post-primary, their entitlement is reduced to 30 hours each. Families should not be discriminated against in this fashion and each individual should be entitled to 40 hours rather than being subjected to a household cap.

The TUI was represented on the July provision group established by the DE and has sought that the scheme be amended in line with the request of the motion. The TUI also addressed matters relating to July Provision (now Summer Programme) at the Oireachtas Committee on Autism in October 2022.

189. Co. Carlow

Congress instructs the Executive to vehemently oppose the introduction of a Gaeilge T1 and T2 programme at Senior Cycle. This is a serious equality issue and is a further blow to Irish medium education.

The TUI has consistently opposed, at NCCA and in the Oireachtas Committee on Education, the introduction, on the basis that had been proposed and publicised, of T1 and T2 for Senior Cycle. The work of the NCCA development group for Senior Cycle Gaeilge was paused following the Minister's March 29th announcement regarding assessment in fifth year. At

the time of writing, the NCCA is in correspondence with the Minister regarding any possible future steps entailing T1 and T2 for Senior Cycle. The TUI is also currently contributing to discussions at the NCCA regarding a report on Junior Cycle Irish which addresses a number of issues of concern to the TUI including T1 and T2 at Junior Cycle.

192. Co. Carlow

Congress instructs the Executive Committee to negotiate with the Department of Education, the Teaching Council and the Colleges that provide the professional masters to introduce more courses for students to train through the medium of Irish. There is a teacher shortage crisis in this sector that must be addressed without further delay.

The TUI has been consistently supportive of initiatives to increase the number of teachers with the required proficiency and confidence to teach their subjects through the medium of Irish.

193. Cork City

Congress instructs the Executive Committee to re-examine the process of QQI award revalidation with a view to ensure that teachers are aware that they are not required to undertake the work and, if they choose to do so, that they are properly remunerated and proper resources are put in place.

The Union has an ongoing engagement with the QQI on a range of matters, including this one.

195. Cork City

Congress instructs the Executive Committee to reject any attempt by ETBs to introduce award-specific versions of subject modules such as communications, work experience, customer service etc. as part of the QQI Broad Standard Review.

This matter is addressed locally, in the first instance, wherever it arises.

M. Miscellaneous & Solidarity Issues

197. Dublin Colleges

Congress welcomes the recent approval by the 2021 ICTU Biennial Delegate Conference of the Dublin Council of Trade Unions motion in opposition to the restrictions imposed on trade union action, included in the 1990 Industrial Relations Act.

TUI Congress instructs the Executive Committee to identify and campaign for the legislative changes required to restore all trade union rights on industrial action, for individual workers, on issues that concern workers across all of society and employment. Further, Congress calls for TUI, through ICTU, to provide effective solidarity to workers in dispute as all workers had prior to 1990 Industrial Relations Act.

Congress mandates the TUI Executive Committee to initiate a national campaign and to instruct all TUI branches to get active and to be to the forefront of this essential campaign to secure the necessary legislative changes required to ensure that all rights lost as a result of the 1990 industrial relations act are restored to all.

This is a matter that requires a joint union approach, co-ordinated by and through the ICTU. In the ICTU context, the TUI has actively supported campaigns designed to enhance workers' rights and the industrial relations capacity of trade unions. The specific focus of the ICTU in the past year has been to secure a statutory right to collective bargaining.

N. Organisation

206. Dublin & Dún Laoghaire

Congress instructs the Executive Committee to ensure that members in arrears are notified before their membership lapses and that a grace period of one month is given to allow that member to settle the arrears after this notification.

This matter is being addressed in the context of introduction of the MRM system and in a review of the TUI Rules.

209. Co. Clare

Income Continuance for those over 60: Congress asks that the Executive

Committee work with Cornmarket to undo the restrictions regarding Income Continuance Cover for those over 60 who entered service before the present cut off point.

TUI has engaged with Cornmarket on this issue to see if a solution is available. However, the Union was advised that there is a major cost implication if cover beyond the age of 60 were to be provided and that the cost of premia would increase very significantly.

203. Co. Laois

Congress calls on the Executive Committee to negotiate with the relevant bodies to secure some time off work for Branch Officers to conduct Branch business.

This issue is with the Executive Committee for consideration.

217. Co. Donegal

Congress instructs the Executive Committee to seek to secure industrial relations negotiation rights with the State Examinations Commission.

The TUI and the ASTI engage regularly and beneficially with the SEC in relation to the organisation and conduct of the State Examinations. Members who are engaged by the SEC to undertake sessional work as superintendents or examiners have union representation in respect of that work.

205. Dublin & Dún Laoghaire

Congress instructs the Executive Committee to increase the amount each branch can donate to the Assistance Fund from €3,000 to 10% of branch funds.

This increase has been implemented.

202. Dublin C&C

Community and Comprehensive electoral areas of the TUI cover huge geographical areas and, in some cases, are numbered among the largest branches of the Union. Congress instructs the Executive Committee to reorganise these areas, as a matter of priority, so as to facilitate manageable workloads for the relevant Area Representatives and branch officers. Rule changes to address this issue, in tandem with the changes in the Third Level Sector which will be necessitated by the formation of Technological Universities and to address the challenges

which have been prevailed for in excess of eight years since the formation of ETBs should be presented to a special congress before the conclusion of 2022.

At the time of going to print, a TUI Special Congress is being organised to deal with a re-write of the TUI Rule Book including the electoral areas.

O. Pay/National Agreements

224. Executive Committee

TUI Annual Congress condemns the inequity of the Sectoral Bargaining mechanism which required TUI members, in solidarity with our new entrant colleagues, to forgo elements of long-overdue pay rises in order to make further necessary progress in correcting austerity-era injustices.

Consequently, Congress instructs the Executive Committee to:

- continue to make the strong case that Sectoral Bargaining is a flawed mechanism
- insist that the next National Pay Agreement must decisively end pay discrimination in a just manner, and
- negotiate fair treatment for TUI members should other public service unions which opted for the full 3% pay rises available under Building Momentum make progress on pay equality for their members (such as the provision of commensurate monies to an additional pay rise for TUI members to balance what was forgone as part of Sectoral Bargaining).

The TUI has, at all available fora and in the media, highlighted the inherent unfairness of the Sectoral Bargaining process.

In its use of the Sectoral Bargaining Fund under the Building Momentum agreement the TUI has sought to eliminate pay inequalities within grades in order to ensure that in future pay bargaining those inequalities cannot be exploited by the DPER.

225. Executive Committee

Congress instructs the Executive Committee to insist that the next pay agreement adequately compensates for the increased workload given by members and the accumulated inflation over the period of Building Momentum. The

flexibility and upskilling already shown and achieved by members at no cost to Government needs to be recognised and rewarded.

TUI members, in a national ballot, voted by a margin of 85% to 15% to accept the WRC proposal arising from the review of the Building Momentum Agreement.

The proposal provides for the following pay increases:

*3% backdated to 2nd February 2022
2% from 1st March 2023 and
1.5% or €750 (whichever is greater)
from 1st October 2023*

P. Pensions

232. Co. Kerry

Congress instructs the Executive Committee to pursue pension equalisation for newly qualified teachers with the same vigour that they did for pay equalisation. Newly qualified teachers are currently in a career averaging pension scheme which is far inferior to that of their colleagues who are on final salary defined benefit pensions. TUI should engage with their sister unions in ICTU with the goal of ensuring all teachers are in the final salary defined benefit pension scheme.

As the "Single" scheme (2013) applies to all public servants appointed since its introduction, the matter can be effectively dealt with only on a joint union basis through the ICTU. This is a priority of the TUI.

231. Dublin C&C/Dublin & Dún Laoghaire/Dublin Colleges/Tipperary NR/Dublin City

TUI special Congress 2020 re-confirmed that it is a fundamental policy of TUI to retain the link between the pay of serving colleagues and the pension applicable to retired peers. Congress directs the TUI Executive Committee to seek the support of the Public Services Committee of the Irish Congress of Trade Unions in putting the link on a statutory basis to prevent members having to make ongoing concessions for its retention.

The maintenance of the link is a key policy issue of the TUI and of other public sector unions and how best to ensure it is under active consideration.

234. Co. Mayo

The introduction of the Additional Superannuation Contribution (ASC) has resulted in a reduction in the amount which public servants can contribute to their pension in a tax efficient manner. This has eroded the amount of tax relief, public servants can claim for their Additional Voluntary Contributions or Purchasing Notional Service. Congress instructs the TUI Executive Committee to co-operate with the ICTU Public Services Committee to negotiate an increase in the age-related earnings percentage limits to align the net tax reliefs to those who do not pay this punitive Additional Superannuation Contribution.

How best to pursue this matter is being given consideration by the TUI and the other relevant unions.

Q. New Entrants/Pay Equity**236. Co. Carlow/IT Carlow/Dublin & Dún Laoghaire/Co. Westmeath/Dublin City/Dundalk IT/Dublin Colleges**

Congress notes the provisions in Building Momentum in relation to new entrant pay. Congress directs the Executive Committee to increase their work towards equal pay and one pay scale, where-by the pre-2011 scale be reinstated for all teachers.

On 5th September 2022, Circular Letter 59/2022 issued which provided for the payment of the value (€1,314) of the Professional Master of Education (PME) allowance (formerly HDip Allowance) to those teachers appointed since February 2012.

The TUI had publicly demanded urgent resolution of this issue, criticising the unacceptable delay in payment of this allowance to teachers who are already struggling with the cost-of-living crisis. Teachers who will benefit should note that the payment is backdated to 1st February 2022 (or date of appointment as a teacher, if later).

In a hugely damaging cutback to the profession, the value of this and other allowances was withdrawn by Government for those appointed on or after 1st February 2012. Since then, the TUI has relentlessly campaigned for its reinstatement. This regressive cut - as predicted at the time by the Union - proved to be the genesis of a teacher recruitment and retention problem that

is now at crisis levels in second-level schools.

Second-level teachers who are members of the TUI, in solidarity with their colleagues, 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 PME allowance for those teachers appointed since February 2012.

TUI campaigned vigorously and effectively on this issue in the national media.

It was the steadfast solidarity of members, the coherent and unswerving logic of the argument and the strategic leadership of the TUI that brought the campaign to successful conclusion.

235. Executive Committee

TUI Annual Congress notes:

- the continued commitment of the TUI to eliminating pay discrimination against those who entered the profession on or after 1st January 2011, including use of the (albeit unjust) Sectoral Bargaining mechanism under Building Momentum towards further significant reduction of the outstanding pay differentials affecting new entrant grades represented by the Union
- the significant, exacerbating impact of the chronic lack of fairly priced, affordable housing on the recruitment and retention crisis in education
- the negative effect of delays by the Departments in updating incremental credit circular letters including, for example, to encompass staff who have worked outside of the EU
- the Union's mandate for a campaign of industrial action in pursuit of pay equality.

Consequently, Congress instructs the Executive Committee to:

- continue its campaign to fully address and resolve pay discrimination, prioritising the issue in the next round of pay negotiations and using, where necessary, appropriate industrial action
- highlight the significant impact of the cost of housing/accommodation on the teaching/lecturing profession and campaign, in conjunction with other unions and the ICTU, for a

comprehensive resolution of the housing and homelessness crisis based on public investment of the requisite scale

- pursue with vigour an updated incremental credit scheme for teachers/lecturers/other educators.

See Motion 236 (above) re pay measures.

The corrosive effects of pay discrimination on the profession were highlighted in the national media, particularly through the publication of the findings of a survey of members appointed after 2011, which were released ahead of Annual Congress 2022.

With the payment of the PME allowance to those teachers appointed since 2012, the TUI brought to a successful conclusion the campaign for pay equality.

Some progress has been made under the auspices of the TCC in relation to revision of incremental credit provisions and it is expected that a paper will issue early in 2023. However, in the context of possible use of monies not absorbed by the payment of the PME allowance, the TUI claim for commencement on the 3rd point of scale was not supported by the PSAG (where it had gone on appeal).

At third level, the Union remains confident that a resolution of AF25/15 (LCR18366) can be arrived at through use of the Sectoral Bargaining Fund.

In regard to Further Education and Youthreach, the Executive Committee determined that the monies available in the Sectoral Bargaining Fund would most beneficially be deployed as a 1% pay increase for the grades represented.

241. Dublin & Dún Laoghaire

When negotiating for the successor to the current 'Building Momentum Agreement', Congress instructs the Executive Committee to demand that pre-2011 allowances are restored to all teachers.

The Review of the Building Momentum Agreement provided for a pay increase to salaries and all pensionable allowances. There was no opportunity in the review to seek the payment of new allowances or the payment of the pre-2012 schedule of allowances to new beneficiaries.

239. Dublin C&C

Congress instructs the Executive Committee to seek to immediately enter negotiations with the relevant government departments in order to reinstate the qualification allowance to teachers who hold a post graduate award in Learning Support or Resource Teaching and who are working in our schools in the SEN area.

See Motion 241 (above)

Throughout the discussions and information meetings (including Oireachtas submissions) re SEN with the Department of Education and other stakeholders, TUI has stated the necessity to return the qualification allowance to teachers who hold this qualification and are working in the area. Given the projected increase in the numbers of Special Classes in post-primary schools TUI has insisted that making full and appropriate provision for SEN/AON students will not be possible without staff having the prerequisite expertise and that the reintroduction of the allowance will significantly encourage teachers to seek this qualification.

238. Dublin C&C

Congress instructs the Executive Committee to immediately negotiate with the DE for the full restoration of the €2,565 allowance for the Diploma for Teachers of Deaf Children, Diploma for Teachers of Blind Children and Diploma for Teachers of Mentally and Physically Handicapped Children.

See motion 241 (above)

TUI representatives at all relevant fora concerned with the provision of education for students with additional needs have advocated for the restoration of all qualification allowances in this area.

R. Teacher Unity

242. Executive Committee

This Congress instructs Executive Committee to initiate discussions in relation to teacher unity with immediate effect by approaching the ASTI in the first instance so that we can negotiate from a common platform in future pay talks. Congress also instructs the Executive Committee to explore the possibility of

obtaining assistance from the ICTU by activating the commitment given to assist the Unions to achieve teacher unity.

This has been actioned. Through 2022, the TUI engaged with the ASTI and with the ICTU, as required by the motion. The Union also proactively initiated and engaged in concrete discussion with the ASTI in relation to teacher unity.

S. Conditions of Service General

246. Executive Committee

A deluge of new technologies has flooded the educational landscape over the last two years. The abrupt onset of the pandemic meant that the necessary supports and policies were not in place. This Congress recognises the subsequent exhaustion and erosion of work life balance that the unsustainable “always on” mentality has brought about for educators, students and all stakeholders.

Congress instructs the Executive Committee to strongly campaign for the introduction of “Right to Disconnect” Legislation. Such legislation does not have to impact on the healthy adoption of technologies within education but will help eradicate unwanted technological invasions of our personal time.

The TUI has availed of every relevant opportunity and forum to press for a written agreement that enshrines the right to disconnect. The TUI, in conjunction with the INTO and ASTI, has adopted a Right to Disconnect policy for its members.

At European level, through the ETUCE, the TUI has engaged with the EU Commission in this regard.

254. Co. Kerry

Congress instructs the Executive Committee to negotiate with the DE a specific leave provision for members in the case of miscarriage or loss of baby prior to 24 weeks’ gestation.

Due to legislative changes, in the event of a stillbirth, or miscarriage, any time after the 24th week of pregnancy, or where the child has a birth weight of at least 500 grammes, full Maternity Leave entitlements apply.

253. Co. Kerry

Congress instructs the Executive Committee to call for an extension to the amount of leave offered to our members for the death of a close family member that truly reflects good mental health practices. To suggest a parent can mourn the loss of their child, a parent or sibling in a week and then return to full active duty in school is ludicrous and needs to be looked at.

Circular Letter 0078/2022, titled ‘Bereavement Leave Scheme for Registered Teachers employed in Recognised Primary and Post Primary Schools’ has extended bereavement leave for teachers and lecturers so that it is now in line with the civil service. This Circular extends the entitlement to 20 working days leave in the instance of the death of a spouse/cohabiting partner, child, or any person in a relationship of domestic dependency.

247. Executive Committee

Congress instructs the Executive Committee to continue to work with sister unions to address the use of technology in our workplaces for communication purposes. Our right to disconnect has not been established and therefore we are faced with a constant barrage of communications from management, staff and students. Our role has always been one where communication and developing relationships are pivotal. The pandemic has allowed us to develop skills that assist us in our roles. However, it appears that these skills are now being used against us. Interactions between staff are online rather than in person, online meetings are happening at weekends, and we are “encouraged” to attend. It appears the idea of family life, or indeed life away from the workplace, is no longer a given. We must look to have a ‘right to disconnect’ policy in place in each workplace that must be adhered to by all.

See Motion 246 (above). The TUI, in conjunction with the INTO and ASTI, has adopted a Right to Disconnect policy for its members.

EMERGENCY MOTIONS

EMERGENCY MOTION NO. 1

Co. Donegal / Co. Carlow / Dundalk IT / Co. Roscommon/ Co. Meath / DDL Branch / Tipp. SR / WIT / Donegal Colleges / Co. Kilkenny / Cork City / Co. Cavan / Birr Gallen / Co. Wexford / Co. Clare / Waterford City / Co. Wicklow / MTU Cork / Dublin C&C / Co. Galway

Congress regards with grave concern the recent unilateral announcement by the Minister for Education of an intention to continue to schedule the Leaving Certificate orals and the music practical for the Easter closure period.

Congress regards this as an opportunistic and unacceptable attempt by the Minister to normalise a temporary, emergency arrangement that was entered into only and explicitly on a “without precedent” basis as a proportionate, necessary response to the COVID-19 crisis.

Congress recognises the intrinsic importance of the oral and practical components of assessment. Congress also recognises that, in facilitating the conduct of these components in 2021 and 2022, teachers of Gaeilge, modern foreign languages and music demonstrated significant commitment to their students and regards as deeply regrettable the Minister’s poor judgement in seeking opportunistically to exploit that commitment.

The decision does not have any regard to the fact that Easter falls late (as it did this year) in some years and earlier in others and that many students engage in extra-curricular activities during Easter Break.

Congress therefore instructs the Executive Committee

- to resist by all available means the scheduling of Leaving Certificate 2023 oral and music practical examinations for the Easter closure period and
- to engage with the Department of Education and the State Examinations Commission in that regard as a matter of urgency

The TUI has engaged with the DE and the SEC in relation to the Leaving Certificate oral and the music practicals.

Agreement has been secured that the music practicals will not be held during the Easter closure period. It is the intention of the DE/SEC to conduct the orals at that time. However, agreement was reached that a survey and research project would be carried out into holding the orals during the Easter closure period taking into account the lack of COVID-19 challenges this year. Progress has been made in regard to payment rates.

EMERGENCY MOTION NO. 4

Dublin Colleges / Dublin City / IT Blanchardstown / Co. Meath / Galway City / Co. Longford / Co. Laois / Dundalk IT / Cork City / Co. Louth / IT Sligo / IT Carlow
Congress notes

- The April Central Bank quarterly Bulletin which says that inflation is expected to average 6.5% this year.
- Recent CSO data showing that inflation in the 12 months to March 2022 was 6.7% and 5.5% to December 2021.
- The March figure is the largest annual increase since April 2001.
- TUI Members received 1% in 2021 and are due to receive another 1% or 2% (dependent on sector) in 2022.
- Members are thus out of pocket for both 2021 and 2022.

Congress also notes the failure of the government to give any reasonable response to the need for pay increases to compensate public sector workers for these price increases.

Congress therefore instructs the executive to inform the government and the ICTU that unless a meaningful pay offer is made by the end of the school/academic year which

- Compensates members for loss of earnings in 2021.
- Provides for increases to keep pace with the level of inflation in 2022, and
- Provides for an escalator clause to compensate members for any further increases in inflation.

That it will initiate a ballot for a campaign of strike action.

See Motion 225 (above). TUI members, in a national ballot, voted by a margin of 85% to 15% to accept the WRC proposal

arising from the review of the Building Momentum Agreement.

The proposal provides for the following pay increases:

- 3% backdated to 2nd February 2022*
- 2% from 1st March 2023 and*
- 1.5% or €750 (whichever is greater) from 1st October 2023*

EMERGENCY MOTION NO. 3

Birr Gallen / Co. Galway / Donegal C&C / Tipp NR / Tipp SR / Cork City / Co. Meath / Co. Longford / Cork C&C
Congress unreservedly

- condemns the invasion of Ukraine ordered by President Putin and expresses its revulsion at the unspeakable suffering inflicted on the Ukrainian people.
- regards the Russian invasion as an assault on the humane and democratic values cherished and shared by Ireland and the Ukraine
- deplores the indiscriminate brutality of the Russian forces, noting emerging evidence of war crimes
- declares the solidarity of the Teachers’ Union of Ireland with the people of the Ukraine and, in that context, welcomes the decision of the Irish government to provide sanctuary and assistance to those forced to flee their homes and their country.

As an expression of our solidarity, TUI Annual Congress confirms that the members of the Union stand ready to provide, to the best of their ability - in our schools, colleges and centres of education - an appropriate and high quality education service to those Ukrainians who come to Ireland.

Recognising the practical challenges that this will involve and, in particular, the profound effects of catastrophic loss, dislocation and trauma, Congress instructs the Executive Committee, by direct representation and through the Stakeholders’ Advisory Group, to request and secure from Government the resources necessary to facilitate the provision of that high quality service, including but not limited to:

- specialist Ukrainian and Russian language support teachers
- ready access to the requisite translation services
- enhancement to an adequate level of psychological services
- additional teaching allocation

- a dedicated and additional Home School Liaison service for Ukrainian families
- English as an Additional Language provision for all – those of school-going age and adults
- a logical, reasonable and equitable allocation of students to schools across all sectors
- liaison (at a central rather than school level) where possible with the Ukrainian education authorities to enable students to complete their national programmes of study and acquire appropriate qualifications
- a timely audit of prior learning of each Ukrainian student so as to ensure that placement and curricular provision are appropriate and, as far as possible, represent continuity

Congress notes that such resources must be secured and released without delay, so that preparations can be made in advance of the coming (2022/23) school year, and instructs the Executive Committee to proceed as a matter of urgency with the necessary engagement with government.

By the end of 2022, some 13,000 Ukrainian students were enrolled in Irish schools, approximately 5,000 of whom are in post-primary schools. Under the auspices of the ETBs, the REALT system was put in place to coordinate assistance to those students and their families in relation to securing appropriate education provision. The Department of Education convenes regular meetings of the Stakeholder group to consider how best to cater for the needs of Ukrainian students. The TUI is represented on this group by the President and General Secretary who have consistently pressed for enhanced resourcing, as specified in the Motion.

EMERGENCY MOTION NO. 2

Dublin Colleges / Co. Laois / Dublin City / Co. Louth / IT Blanchardstown / Donegal Colleges / IT Tallaght / IT Carlow

RUSSIAN INVASION OF UKRAINE

1. TUI Congress 2022 unequivocally condemns the Russian invasion of Ukraine. This is an unjustified act of violence against a sovereign country that contravenes international law and the UN Charter. We call on the

Russian Federation to stop the invasion and withdraw its military immediately.

2. Congress extends our solidarity to our colleagues and students both in Ukraine and in all sectors of Irish education who may be impacted by this war, including Ukrainians, Russians and others from neighbouring countries.
3. We recognise the impact of this war on women and children in particular as seen by the now over 4,000,000 refugees who have fled the country.
4. We commend the bravery of those Russian anti-war protesters who have raised their opposition to this war and who have risked violence, repression and imprisonment by their Government.
5. Congress calls on the Executive Committee to make a significant donation to Medecins sans Frontieres to help their vital work in Ukraine - https://www.msf.ie/ukraine?gclid=Cj0KCQiA64GRBhCZARIsAHOLriI8FCMsDjAQ3vjW_-zj9RKeYcnVbaVYQRKMZtz-0w8D-s3jY67nw3gaAt4iEALw_wcB
6. Congress instructs the Executive to call on the Irish Government to use its influence in the EU and the UNSC, as well as Ireland’s unique position as a neutral country, to urge all parties to work towards diplomacy, peace and a negotiated settlement and to prevent any further escalation of the conflict.

The TUI, through the ICTU at national level and through the ETUCE at European level, condemned the Russian invasion of Ukraine and called for the withdrawal of Russian forces. Through the EI/ETUCE, direct support has been provided to the Ukrainian education union to facilitate maintenance, as best as possible in the circumstances, of teaching and learning for students in Ukraine. In the Irish context, the Union has supported initiatives that would enable the Teaching Council to prioritise the recognition and registration of Ukrainian teachers.

EMERGENCY MOTION NO. 5

Donegal Colleges / IT Blanchardstown / Athlone IT / IT Sligo / Dundalk IT / IT

Carlow / St Angela’s College Sligo / MTU Cork

The health, safety and wellbeing of students and staff has been the paramount concern for Higher Education Institutes and this Union since March 2020. The management side have acknowledged the invaluable contribution that academic staff have made in endeavouring to maintain and protect as fully as possible the quality of the student experience, and the academic integrity of programmes and awards through Emergency Remote Teaching (ERT) against the backdrop of the necessary public health measures.

However the return to face-to-face delivery of programmes from the beginning of this academic year necessitates a change in the current practice of ERT to prevent the undermining of terms and conditions especially in regard of online practices.

Congress instructs the Executive that on the expiry of the Emergency Remote Teaching agreement, they are to negotiate a successor agreement that protects vulnerable members of the Union but which ensures that the general terms and conditions of members are not eroded by the abuse of emergency remote teaching.

Furthermore the Executive shall ensure that any proposal by management to introduce any new on-line modules/programmes must be negotiated and agreed with the Teachers’ Union of Ireland either through a local or national agreement.

Following expiry of the Emergency Remote Teaching agreement, the Union sought to secure a national agreement on online learning through the relevant national industrial relations fora. Both the DFHERIS and the management of TUs and IoTs were obstructive and, by the end of the year, a national agreement had not been secured. The Union, therefore, will have to decide how to proceed to secure such an agreement.

It should be noted that local agreements have been negotiated in some TUs but not in others. The lack of cohesion and consistency to which this piecemeal approach gives rise is unsatisfactory and represents a threat to the general terms and conditions of members.

MOTIONS REFERRED

RULE 23 MOTION OF CONSEQUENCE – NO. 1

Third Level Motion of Consequence: TUI Technological Universities Policy and Strategy Document

Given the significant sectoral transformation of the Institute of Technology Sector to a Technological University sector, it is crucial that the TUI is at the fore of shaping policy and strategy for this sector at a national level. The proposed document has been consulted on through the TUI's Technological University Working Group and Colleges Advisory Council. It has been circulated for wider feedback to members through our Branches. The document also formed the basis of the TUI submission to the OECD review. As such, this policy and strategy document is representative of the views of TUI third level members and outlines key issues, concerns, and objectives for the emergent TU sector. It also details the distinct functions of Technological Universities as outlined in the Technological Universities Act 2018 and proposes a more comprehensive and coherent overview of how this sector can be developed and positioned within the Irish Higher Education landscape.

The document reflects the TUI's policy imperative that St Angela's College Sligo and all Institutes of Technology, including Dundalk Institute of Technology and Dun Laoghaire Institute of Art, Design and Technology, be encompassed in the Technological University sector.

Proposed amendments to the document have come forward to reflect the establishment of the Technological University of the Shannon: Midlands Midwest, Atlantic Technological University, and the pending establishment of the Southeast Technological University. This document also aligns with the deliberations and discussions at the Union's Third Level Consultative Conference in March 2022.

Congress instructs the Executive Committee to adopt the proposed amendments to the document and to adopt the amended document as the TUI's Policy and Strategy for the Technological University Sector, subject to factual

update and minor corrections, as required, and subject to policy revision as determined by national ballots and Congress resolutions.

Congress further instructs the Executive Committee to publish this document and to make it available by appropriate means to members and interested parties.

The document has been the subject of an extensive process of consultation with Branches, and was brought to the CAC meetings in May, September and November 2022

13. Dundalk IT

Congress instructs the Executive Committee to engage nationally with the employers' side to seek agreement that only those on academic/lecturing contracts carry out academic/teaching/lecturing work in IoTs/TUs.

This matter will be considered in the context of the review of lecturing, taking account of the OECD report (published in late) 2022.

46. Co. Kerry

Congress instructs the Executive Committee to engage with the ETBs to address the conversion to teachers of all BTEI Adult Educators who have entered service since the 2015/16 agreement. At present, a two-tier system is in operation for FET teaching staff entering the service since the date of the BTEI conversion agreement.

The remaining elements of the agreed BTEI conversion process were completed in 2022.

63. Co. Kerry

Congress instructs the Executive Committee to note the increasing amount of work involved in QQI assessment and to campaign to stop the overloading of colleagues in FET; seek to institute a national, no-nonsense system for assessing QQI courses and to demand that colleagues are appropriately paid for all QQI work.

The TUI has an ongoing engagement, both in the context of the ETB IR Forum with the QQI, DFHERIS and FET providers, regarding assessment modalities and the associated workload

implications. The Union has consistently sought the streamlining of these modalities.

95. Co. Kerry

Our Primary School colleagues have had, for some time, the option of partaking in courses over the Summer period (generally at the end of June or during the month of July) in a range of areas related to their teaching and as a result of their participation they are granted personal or 'course' days that they can take over the following academic year. In the absence in the provision of personal days for Second Level teachers in ETB schools, the introduction of a similar scheme would be welcome. Congress instructs the Executive Committee to explore the possibility with the Department of Education of the introduction of such a scheme for Second Level teachers with the intention of providing for personal days in Second Level schools.

The Union has sought the extension of the "personal days" provision to the ETB sector

109. Co. Donegal

Congress instructs the Executive Committee to negotiate with BOMs, ETBs and other relative agencies in relation to 1 hour Home Economics Classes and to seek at least 1 double class of 80 minutes per week to complete time sensitive practical work. Home-Economics Teachers who have one hour classes are facing difficulties trying to complete time sensitive practicals and this is affecting the health, safety and welfare of staff and for students completing both Junior and Leaving Cert projects.

The Union has signalled the difficulty experienced by Home Economics teachers in regard to 58 minute and/or one hour class periods and has asked that appropriate accommodation be made at local level to facilitate the completion of time sensitive practicals.

Updates from the Teaching Council

The following notes were provided by the Teaching Council

1. New Director of the Teaching Council

Dr Lynn Ramsey commenced her appointment as Director of the Teaching Council on 1 February 2023.

Lynn joins the Teaching Council from the Irish Universities Association (IUA) where she was Director of MicroCreds - the IUA's national lifelong learning framework for accredited micro-credential qualifications.

She was the Chair of the National Forum for the Enhancement of Teaching and Learning, a Board Member of the Higher Education Authority and co-chair of the Bologna Follow-Up Group Working Group on Learning and Teaching.

She holds a PhD in EU law from the University of Glasgow, a Masters of Education in Leadership and Management from Trinity College Dublin and has held academic and leadership positions in universities in Scotland and Northern Ireland.

Dr Ramsey was Director of Equality, Diversity and Inclusion at Letterkenny Institute of Technology and Programme Manager for the West/Northwest Higher Education Cluster.

To contact Lynn please email ceo@teachingcouncil.ie

2. Teachers who qualified outside of Ireland can register and complete induction in Ireland.

The Teaching Council will accept applications for registration from post-primary teachers who have qualified outside of Ireland but have not completed the required period of induction in the country in which they qualified.

If you have a friend or family member or are aware of anyone within your professional network who has qualified or is about to qualify as a teacher outside of Ireland, we encourage you to bring this important update to their attention.

Applications are being accepted from 22 February 2023 until 1 February 2024. Information on eligibility requirements and how to apply for registration can be found at www.teachingcouncil.ie

3. Revised Curricular Subject Registration Requirements (Post-primary)

In the context of a range of factors including ongoing developments in the

continuum of teacher education, teacher supply issues and Junior Cycle reform, the Council initiated a review of its Curricular Subject Requirements at Post-primary level in 2018. This included an extensive consultation process with key stakeholders between June 2018 and April 2019.

These revised requirements were published in 2020 and are in effect since 1 January 2023 for applicants applying for registration with the Council. The revised requirements include the new Senior Cycle curricular languages of Lithuanian, Mandarin Chinese, Polish and Portuguese.

Visit www.teachingcouncil.ie to read the revised Curricular Subject Requirements (Post-primary) as effective from 1 January 2023.

4. Check your details on the Register of Teachers

The Teaching Council maintains the Register of Teachers in Ireland. It is essential that you keep your details up to date to maintain the Register's accuracy and to ensure that you receive all important notifications and communications.

Did you know you can change your details quickly and easily through your My Registration portal on the Teaching Council website?

Log in to your My Registration portal at a time and place that suits you best using any of your devices, click on the My Personal Details tile, and follow the simple instructions to change the required details.

Some examples of common reasons to update your details include:

- Have you changed your name? You can upload your evidence of name change, for example a marriage certificate or deed poll certificate on your My Registration portal.
- Have you moved house or changed your address? You can change your address details quickly and easily on your My Registration portal.
- Have your contact details changed? You can update your phone number and email address on your My Registration portal.

If you're having issues logging into your My Registration portal, please visit www.teachingcouncil.ie for information on our FAQ page.

5. Registration Updates

Expiring Conditions on your Registration

If you are reaching the expiration date of your registration with conditions, you are required to submit evidence that you have met the requirement. If you have not been in a position to meet the requirements you must request an extension of time. If you intend 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. It is important to note that teachers who do not engage or do not show evidence of attempting to address their conditions are putting their registration at risk.

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.

Droichead

Please note that the last day to register to commence Droichead in the 2022/2023 school year was Friday 10 March 2023. Registration for Droichead will re-open the first week of September for the 2023/2024 school year.

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.

RMA News

As I informed you in the last issue of TUI News, the major issue of concern to the RMA over the past year has been the dismal failure by some former ETB employers to implement Building Momentum in a timely fashion. At that time some of our former VEC/ETB retirees were still awaiting payment of the initial 1% due from October 1st 2021 and many post-2012 retirees were still awaiting pension increases from October 2020. The treatment of these members had been deplorable, but I am delighted to say that some pensioners received payment of the increases due October 2021 over the past few pension payments and all should receive these increases by March 2023.

The extension to Building Momentum was accepted in autumn 2022 and will see the following pay increases:

- 3% backdated to 2nd February 2022
- 2% from 1st March 2023 and
- 1.5% from 1st October 2023.

Additionally, a 1% increase was payable from 1st October 2022 under the original Building Momentum Agreement.

All these increases are being passed on to retired teachers as the link between retired persons and their serving officer within the public service has been maintained till the end of 2023.

The February 2022 increases are to be updated by May 2023 and October 2022 increases to be updated for July 2023. The plan is for March 2023 increases to be confirmed expeditiously.

The link between pay and pension is only guaranteed until the end of 2023. Any change to this link will impact negatively on the future value of public service pensions. To effectively defend and promote our interests we need as many retired colleagues in our membership as possible.

RMA AGM AND SPRING BREAK

The AGM of the RMA will be held on Tuesday May 9th in the Shamrock Lodge Hotel, Athlone. This year the Spring Break will be combined with the AGM, but will not interfere with it.

The AGM will follow the usual format: Registration 10.30-11.30am, followed by the AGM, with a light lunch available-at your own expense - and finishing at 4.30pm. Dinner will follow at 7.00pm.

The Spring Break arrangements are: €85 pps, €105 Single per night DBB. Tours will be organised, probably including Athlone Castle and Museum, Clonmacnoise, a Shannon Cruise - possibly on a Viking boat - and a distillery visit (Kilbeggan or Tullamore Dew).

The Shamrock Lodge is not a 'big' hotel - just 40 rooms and some apartments which will be available to us. The apartments have two twin/double bedrooms, two bathrooms and a sitting room. They have convenient parking and a covered walkway to the hotel, and occupants will have their breakfast in the hotel with everyone else.

The hotel asks that participants book with them at least 8 weeks before the event - ie. by March 14th. This is important as it is a longer lead in than usual, but understandable given that rooms may be in short supply. The hotel will only allow a maximum of 20 single rooms at the €105 nightly rate. The normal single DBB rate is €120.00 per night.

CHRISTY CONVILLE – RIP

In late January we were shocked to receive the sad news of the sudden death of our former secretary Christy Conville RIP. Christy was a respected former colleague who contributed a lot to our association and will be missed. I would like on behalf of the RMA to express our condolences to Christy's family and friends.

Dan Keane
RMA Secretary

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 RMA TUI Website: www.rmatui.ie
and fill in the online application form

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





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Crossword

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

As the deadline for entries had not passed at the time of going to print, the winner of the Vol 45 No 4 crossword had not yet been drawn.

Only one entry per member.
Photocopies can be submitted.

Name _____

Workplace _____

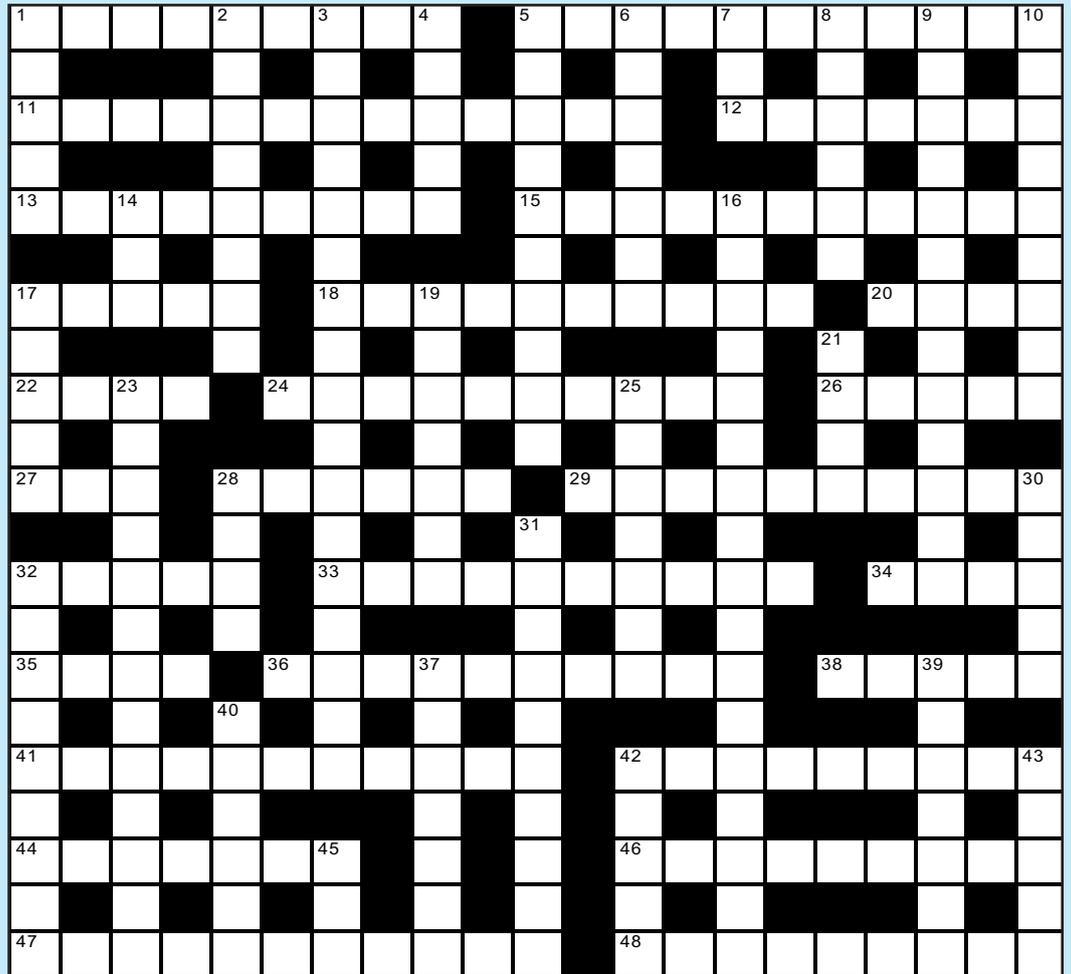
Address _____

Contact number _____

TUI Branch _____

Send entries to
TUI Crossword March 2023,
TUI, 73 Orwell Rd, Rathgar,
Dublin 6, D06 YP89.

Closing date for entries:
Wednesday 26th April 2023



ACROSS

- 1 Obtain income from two different sources in an illicit way (6-3)
- 5 A natural or artificial channel through which water flows (11)
- 11 Not given careful consideration (3-10)
- 12 A person who has the right to vote in an election (7)
- 13 In a graceful and stylish manner (9)
- 15 The branch of medicine dealing with the skin and its diseases (11)
- 17 In a softened tone (5)
- 18 A soft pad of fluffy material used for applying cosmetic powder to the skin (6-4)
- 20 ---- Te Kanawa - New Zealand opera singer (4)
- 22 A framework, typically with rails, bars, hooks, or pegs, for holding or storing things. (4)
- 24 Someone who contracts to receive and pay for a service or a certain number of issues of a publication (10)
- 26 The ----, 2011 film starring Brendan Gleeson and Don Cheadle (5)
- 27 It's a ----, 2021 TV series and 1987 single by the Pet Shop Boys (3)
- 28 UK synth-pop group consisting of David Van Day and Thereza Bazar. (6)
- 29 A ghostly appearing figure (10)
- 32 2008 novel by Scottish author Irvine Welsh (5)
- 33 Regulation establishing the top speed permitted on a given road (5,5)
- 34 Any division of quantity accepted as a standard of measurement or exchange (4)

- 35 A distinctive odour that is offensively unpleasant (4)
- 36 An inexpensive fipple flute (3,7)
- 38 An upholstered seat for more than one person (5)
- 41 An area where troops and equipment in transit are assembled before a military operation (7,4)
- 42 The branch of geology studying the folding and faulting of the earth's crust (9)
- 44 Liqueur-flavoured seeds, used medicinally and in cooking and liquors (7)
- 46 The act of giving a toxin to a person or animal with the intent to kill (9)
- 47 The rectangular area in front of a goal (7,4)
- 48 Dry fruity red wine from California (9)

DOWN

- 1 2011 American action drama film directed by Nicolas Winding Refn starring Ryan Gosling (5)
- 2 Large feline of African and Asian forests usually having a tawny coat with black spots (8)
- 3 The use of microcomputers with graphics capacity to produce printed materials (7,10)
- 4 ---- Considine, actor who played King Viserys Targaryen in House of the Dragon (5)
- 5 Feeling apathetic or cynical due to one's life experiences. (5-5)
- 6 An area of rough water typically caused by opposing tides (4,3)
- 7 Feel remorse for; feel sorry for; be contrite about (3)
- 8 Nocturnal wildcat of Central America and South America having a dark-spotted buff-brown coat (6)

- 9 The process of exact thinking (13)
- 10 A person who gets up very early in the morning (5,4)
- 14 ----, Pray, Love - 2--6 memoir by Elizabeth Gilbert (3)
- 16 A policy to redress past discrimination through measures to improve economic and educational opportunities (11,6)
- 17 The essential or characteristic customs and conventions of a society or community (5)
- 19 The action or process of losing or destroying something by using it carelessly or extravagantly. (7)
- 21 Large sweet juicy hybrid between tangerine and grapefruit having a thick wrinkled skin (4)
- 23 The process of giving careful thought to something (13)
- 25 A member of a sect of Christians who insist that only believers should be baptized (7)
- 28 A 1971 American action-thriller television film directed by Steven Spielberg. (4)
- 30 A V-shaped or U-shaped indentation carved or scratched into a surface (5)
- 31 Capital of Ethiopia (5,5)
- 32 A professional card player who makes a living by cheating at card games (4,5)
- 37 A singer; usually one who adds vocal embellishments to a song (7)
- 39 Formed or united into a whole (7)
- 40 Arranged in a line (6)
- 42 A silicate mineral of aluminium and fluorine (5)
- 43 An inscribed or painted symbol considered to have magical power. (5)
- 45 Time for Earth to make a complete rotation on its axis (3)