



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

# news

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# TUI CAMPAIGN FOR VIABLE AND SUSTAINABLE TEACHING CAREERS

CONTRACTS  
OF FULL  
HOURS  
UPON INITIAL  
APPOINTMENT

FULL  
RESTORATION  
OF POSTS OF  
RESPONSIBILITY

# A Word from the President – Liz Farrell

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## MEMBERS ACCEPT WRC PROPOSAL IN NATIONAL BALLOT

In a national ballot, members voted by 85% to 15% in favour of accepting the WRC proposal on the Review of Building Momentum. The result was lodged with the ICTU on 7th October and the proposal was formally accepted. 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

Additionally, a 1% increase (or €500, whichever was greater) was payable from 1st October 2022 under the original Building Momentum Agreement and for some TUI grades, the sectoral bargaining process for the 1% due from 1st February 2022 has not yet been finalised. See [www.tui.ie](http://www.tui.ie) for the latest salary scales, which now also include the value of the PME allowance for second level teachers.

## SECTORAL BARGAINING

The TUI has continually objected to the Sectoral Bargaining process. It is repugnant to all of us that TUI members are asked to use their own monies to right the wrongs of government policies. However, despite our objections, the process remains. We must continue to ensure throughout ongoing negotiations that the TUI stance, voice, and position is strong and that the funds available to us are

utilised in the best interests of our members.

At second level, the value of the PME allowance has been restored, leaving a percentage of the money still to be allocated. The TUI is awaiting a decision from the Public Service Agreement Group (PSAG) regarding this money and cannot move forward until we are informed of that decision. We are keeping Area Representatives up to date and they will update members at Branch meetings.

At third-level, negotiations continue on the allocation of the 1% from 1st February 2022. The TUI is anxious to expedite the issue and is working closely with DFHERIS in order to agree an outcome that is satisfactory to members

## VALUE OF PME ADDED TO SCALE

Our post-2011 teachers have finally seen the value of the PME allowance added to scale. Many of our members have received this money in their most recent pay cheques. The money, backdated to 1st February 2022, was long-sought and hard-won by the TUI. It is a scandal that this pay inequality was forced upon new-entrants and a decade of discrimination cannot and will not be forgotten by the TUI.

It is a damning indictment on government that TUI members themselves at second level had to use their own money to solve a problem inflicted during the financial crisis. It is also with huge pride that we

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acknowledge the commitment of members and particularly Annual Congress to our new and recent entrants - you have been unfailing, unwavering, and unconditional in your support. The TUI has not postured on this issue, it has been resolute and determined in its advocacy of this injustice.

### SENIOR CYCLE REFORM

The Minister for Education made an announcement in March of this year which outlined her vision for the reform of the Senior Cycle. Many of the NCCA recommendations which informed the process were shaped by the TUI. However, the Minister announced some unilateral changes which are of significant concern and clearly need to be discussed among members in the Union's various fora. We are asking all branches to place Senior Cycle Reform as an agenda item on all branch meetings.

Particular consultation should take place on the following decisions taken by the Minister:

1. Orals/Music practical at Easter
2. Paper 1 English and Irish to take place in 5th year from 2023
3. New specifications to be designed with a 60% terminal exam and a 40% teacher assessed component to be externally moderated by the SEC

You will be aware that the TUI has long-held policy on these issues but increasing awareness with members is paramount at this time. Information and advice are available to all branches in order to complete this process.

### INTERNATIONAL REPORT CONFIRMS CHRONIC UNDERFUNDING

Once again, the OECD Education at a Glance report highlights the shameful and chronic underfunding of the education system in this country. The most damning finding shows that of countries for which figures are provided, none spend a lower proportion of national wealth on education than Ireland's. At second level, the situation has worsened further, with Ireland's spend the lowest of the 36 countries for which figures are provided. Similarly, in third level colleges, the ratio of students to teaching staff now stands at 22:1, which is significantly higher than the respective OECD and European averages of 15:1 and 14:1. We must continue to lobby and demand the appropriate resourcing that our system and the students it serves deserve.

### PDA SURVEY ON RECRUITMENT AND RETENTION

The Principals and Deputy Principals' Association (PDA) has released the

results of a survey conducted on teacher recruitment and retention issues in schools. The results are stark, yet unfortunately predictable. The TUI has once again highlighted that initial positions for new entrant staff fall far short of full-hours and are often fixed-term positions. This precludes many from taking up appointments as it is simply unsustainable to pay accommodation costs in urban areas. In various media interviews following the publication of the findings, TUI called for an increased allocation to schools, a place on the Teacher Supply Group and a complete restoration of Posts of Responsibility in order to ensure that teachers can be both recruited and retained within the sector.

### NCSE

The TUI was not consulted in relation to the detail contained in the Information Note 0002/2022, Report of Education Needs for the Purpose of the Assessment of Need Disability Act. Members raised concerns and we immediately engaged with our sister unions, the INTO and the ASTI, raising the issue at a meeting with the Department of Education. Following this, an immediate meeting took place with the Department's Special Education Section and the NCSE, where the TUI highlighted the heavy workload in schools, the lack of training or time to carry out the work associated with this process and the imposition of work on already overburdened school staff. The Department's Special Education Section and the NCSE response was to extend the trial period, offer supports for schools involved and take on board feedback from those schools which may result in further amendments to the process. The TUI remains steadfast in its commitment to supporting and providing the best possible education to students with additional and special educational needs.

### FURTHER EDUCATION

In relation to Adult Educators, the TUI has received correspondence from DFHERIS and is continuing to engage on a proposed resolution. It is deeply disappointing that despite the Labour Court's recommendation in 2020, it has taken until now to formalise a proposal to further regularise the terms and conditions of employment of Adult Educators employed by ETBs.

The Organisation and Design Process for ETBs continues and is featured in this edition of TUI News. Members should note that our representatives engaging in this process will do everything they can to shape the outcomes in the best interests of our members.



TUI PRESIDENT, LIZ FARRELL

### THIRD LEVEL

As referenced later in this edition of the TUI News, the HEA Bill 2020 has been passed by both houses of the Oireachtas and has been presented to the President for signing into law. The current arrangements for staff representation on the Governing Bodies of Technological Universities remains in place. We urge members throughout all five of our TUs to maximise the collective vision and representation of the TUI members on their Governing Bodies.

While this bill will pave the way for the incorporation of St Angela's College Sligo into a Technological University, IADT and DKIT still remain as Institutes of Technology. The TUI has written to Minister Harris and is seeking a meeting as per his commitment to do so in relation to DKIT and IADT.

### AGMs

Finally, I wish you all well with upcoming AGMs. This is the time branches across the country thank members for their work and pass the baton to new officers. The TUI is grateful to all of you, for what you have done and what you will do in the future. Should you require any assistance, please do not hesitate to contact [tui@tui.ie](mailto:tui@tui.ie)

Together we are stronger.

## TUI members vote to accept WRC proposal

In a national ballot conducted in September, TUI members voted by a margin of 85% to 15% to accept the WRC proposal arising from the review of the Building Momentum Agreement. TUI brought the result to a meeting of the ICTU Public Services Committee on Friday, 7th October, where the proposal was endorsed by all unions affiliated to and associated with ICTU.

### What does the WRC proposal provide for?

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

Additionally, a 1% increase (or €500, whichever was greater) was payable from 1st October 2022 under the original Building Momentum Agreement and for some TUI grades, the sectoral bargaining process for the 1% due from 1st February 2022 has not been finalised.

See [www.tui.ie](http://www.tui.ie) for the latest salary scales and also for any updates.

## TUI calls for national voluntary redeployment scheme for second level teachers

At the ICTU Women's Conference which took place in the Slieve Donard Hotel, Newcastle at the end of September, TUI's motion calling for a permanent mechanism for second level teachers to transfer to another school was unanimously passed.

Speaking on behalf of the Union, Executive Committee member Vivienne Keenan 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 to their school and another from Wexford to Dublin.

Joanne Irwin, Assistant General Secretary, reminded the conference that motions had been passed on the cost-of-living crisis, about having family friendly policies, about shaping safe workplaces, about inclusion and about women being more likely to have short-term precarious employment. She said that if Government actually wanted to address any of these issues they would make sensible work/life balance decisions. She

stated that having a voluntary redeployment scheme would make a significant difference to the lives of members in the current climate.

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 establishment of a national scheme, open to the whole country, as opposed to a few counties, 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, as does Work Life Balance and Miscellaneous Provisions Bill 2022. Furthermore, the introduction of such a scheme would also reduce teachers' carbon footprint, which is in line with Irish and European Parliament positions on climate targets."

## Temporary changes to the career break scheme for teachers – 2022/23 school year

In response to issues raised in relation to teacher supply, certain restrictions imposed in the Career Break Scheme have been suspended for the past number of school years. The Department of Education has confirmed that these restrictions are also now suspended for

the 2022/23 school year, effective from 6th October.

A teacher who is on a Career Break may now be employed, in a substitute capacity only, without the restrictions imposed in the Career Break Scheme as contained in Chapter 7 (Paragraph 8.1) of Circular

54/2019. The employment of a teacher on Career Break to carry out substitute work can also include part-time hours. A teacher who is availing of a Career Break and is employed in a substitute capacity will be paid at the same rate as a regular substitute.

# TUI welcomes passing of HEA Bill by Oireachtas

The HEA Bill 2022 has been passed by both houses of the Oireachtas and has been sent to the President for signing into law. The Bill has undergone substantial amendment compared to the earlier version of the Bill, as initiated in January of this year. The new Section 97 provides the legal basis for a “higher education provider” to be incorporated into a Technological University, clearing the way for St Angela’s College Sligo to become part of Atlantic Technological University in fulfilment of a major strategic objective of the TUI. The Union will seek the earliest date for the new legislation to be utilised so that the dedication and professionalism of our members in St Angela’s College can finally be

rewarded with the security and the status their hard work richly deserves.

The previous version of the Bill (at Section 87) had threatened to undermine staff representation on Governing Bodies of Technological Universities. The TUI is pleased to note that, in response to intensive lobbying by the Union, Section 90 of the Bill as passed by the Oireachtas leaves in place the current arrangements for all of our Technological Universities whereby five democratically elected staff members (three elected from the academic staff with one of the others elected from among all staff and who may also be an academic) will continue

to play a vital role on TU Governing Bodies.

These arrangements had been negotiated by the Union as recently as May 2017 for inclusion in the Technological Universities Act 2018 and any change would have marked a significant departure from the national agreement underpinning the TUI’s continuing commitment to the Technological University project. The TUI is appreciative of the positive engagements with officials from the Department of Further and Higher Education, Research, Innovation and Science and those drafting the Bill which led to what is a very welcome outcome.

## ‘Inexplicable’ that there are no trade union representatives on HEA Advisory Group on ending sexual violence and sexual harassment in higher education

The TUI has described as ‘extremely disappointing’, ‘bizarre’ and ‘inexplicable’ that there are no nominees from trade unions representing academic staff on the HEA’s Advisory Group on Ending Sexual Violence and Sexual Harassment in Higher Education Institutions (HEIs).

The Minister for Further and Higher Education, Research, Innovation and Science Simon Harris recently launched a new implementation plan to address issues regarding sexual violence and harassment in the sector.

The implementation plan was developed in consultation with the HEA Advisory Group on Ending Sexual Violence and Sexual Harassment in HEIs. However, there are no nominees from the trade unions representing members in HEIs, including the TUI, which is inexplicable.

The Minister further advised that among the recommendations are the potential to embed educational programmes in the curriculum and undertaking a study following the victim’s journey from disclosure to outcome. It is therefore bizarre that the trade union representatives of academics in HEI should be excluded from membership of the HEA Advisory Group.

The Implementation Plan for the 2022 to 2024 period, builds upon and complements the wide range of initiatives currently in place to support a zero tolerance approach to issues of sexual violence and harassment in HEIs.

In launching the new implementation plan, the Minister outlined details of an additional €1.5 million of supports secured in Budget 2023. The new funding

will support the appointment of Sexual Violence and Harassment (SVH) Prevention and Response Managers in HEIs.

The Minister stated that these new posts will further enhance the implementation of measures aimed at eradicating issues of sexual violence and harassment in our HEIs.

TUI President Liz Farrell said that while the focus on these critical issues is of vital importance, it is completely inappropriate that there be no representatives from the trade unions representing academic staff on the advisory group. She said that TUI has made strong representations to the department in this regard.

# TUI's campaign to end pay discrimination - and what comes next

A series of savage cuts were inflicted on the pay of new entrants to the teaching and lecturing professions from 1st January 2011. This unilateral decision was taken by Government without warning or consultation, and TUI warned that it would cause untold damage to the education system and to the morale of the profession.

Sadly, the current teacher recruitment and retention crisis is just one legacy of this flawed and short-sighted policy, which has blighted the profession since its foolhardy imposition.

However, despite this significant gains have been consistently achieved in the fight to regain what was unfairly lost, the most recent being September's confirmation of the reinstatement of the value of the PME/HDip allowance – backdated to 1st February 2022.

Year after year, TUI's Annual Congress overwhelmingly endorsed the campaign as its key priority. Using this clear guidance and the various mandates given to it by members in democratic national ballots, the Union combined a threat and willingness to take industrial action with an equal willingness to engage in real and meaningful negotiation. Crucially, the campaign was driven by all TUI members, not just those personally affected by pay discrimination.

In the pages that follow, we have set out what has been achieved to date in this campaign and what must come next if the profession is to continue to attract the best graduates, and, equally as importantly, if the highly-qualified professionals currently working in the public education system are to be retained.



## WHAT CUTS WERE INFLICTED ON NEW ENTRANTS?

### JANUARY 2011

- 10% cut to salary
- 10% cut to allowances
- Two points added to the salary scale, each lower than the previous first point
- Commencement on point 1 of the new longer salary scale rather than point 3 of the shorter pre-2011 scale - i.e. abolition of incremental credit for period of unpaid pre-service training

### DECEMBER 2011

Qualifications allowances capped at the value of the Honours Primary Degree Allowance

### FEBRUARY 2012

- All qualifications allowances (including Primary Degree Allowance) abolished for those appointed on or after 1st February 2012

## WHAT HAS BEEN ACHIEVED? AN OVERVIEW OF A DECADE OF CAMPAIGNING

The measures set out below applied only to those appointed after 1st January 2011. This cohort of teachers and lecturers also benefited from the general pay restorations and increases that their longer-serving colleagues also benefited from over the same time period.

### 2013 - UNDER THE HADDINGTON ROAD AGREEMENT (HRA)

- Improved pays scales for 2011 & 2012 entrants
- Reversal of 10% cut to allowances

### DECEMBER 2015/ JANUARY 2016

Overwhelming mandate for industrial action from TUI members in national ballots:

- TUI members in Institutes of Technology vote by a margin of 92% to 8% to engage in a campaign of industrial action in order to tackle a number of crisis issues in their sector, including precarious employment and income poverty
- Members in the second level and further/adult education sectors vote by a margin of 89% to 11% engage in a campaign of industrial action to secure resolution to crisis issues including precarious employment status and income poverty of new and recent entrants to the profession.



### FEBRUARY 2016

- National strike at Third Level by TUI members over key concerns, including precarious employment status and income poverty - 3rd February 2016
- Second Level strike, scheduled for 24th February 2016, deferred after meaningful talks offered

### MARCH-MAY 2016

- Intensive negotiations between TUI and Department of Education and Skills (DES)/ Department of Public Expenditure and Reform (DPER)
- DES/TUI agreement, May 2016 secured a range of gains for TUI members across the sectors, particularly in terms of tackling casualisation and precarious employment. Agreement was democratically accepted by TUI members following national ballot.

### SEPTEMBER 2016

As a result of agreement negotiated by TUI & INTO with DES and DPER, the value of the Honours Primary Degree allowance (currently €5,440) was reinstated and incorporated into a revised scale for post-2011 entrants (in two halves, from 1st January 2017 & from 1st January 2018)

### SEPTEMBER 2017

TUI members voted by a margin of 87% to 13% to reject the Public Service Stability Agreement (PSSA) on the basis that it would stall further progression on pay equality for at least three years. In addition, members mandated a campaign of industrial action to secure resolution of this critical issue.



### FEBRUARY 2018

TUI national lunchtime protests highlight the deeply negative impact of pay inequality on the profession and on the quality of education provided to students.

### MARCH 2018

TUI, ASTI and INTO hold a joint demonstration at the Dáil in advance of the report on pay equality mandated under the Public Service Pay and Pensions Act, 2017.

### MAY 2018

TUI national lunchtime protests around the country again publicly highlight the continuing injustice of pay discrimination.

### MARCH 2019

In a significant gain, from 1st March 2019, two scale points (4 and 8) were removed from post 1st January 2011 'new entrant' scales across the sectors in which TUI represents members, meaning that new and recent entrants progressed up the scale more quickly. This also means the scale reverted to a 25-point scale. Members voted to accept this proposal on 'new entrant' salary scale issues in the context of the union's ongoing campaign.

### OCTOBER 2019

Members voted by a margin of 92% to 8% to renew the Union's mandate for industrial action, up to and including strike action, as part of the campaign to end pay discrimination.

### FEBRUARY 2020

TUI members take a day's strike action across all

sectors of the Union on 4th February over the ongoing failure to eliminate the injustice of pay discrimination.

### MARCH 2021

In another significant gain, from 1st March 2021, point 12 was removed from post 1st January 2011 'new entrant' scales – the third point to be removed after points 4 and 8 (see March 2019 note above) – meaning that new and recent entrants progressed up the scale more quickly

### FEBRUARY - SEPTEMBER 2022

Using a sectoral bargaining process, TUI's second level members sacrificed a 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 (formerly HDip) allowance - current value €1,367 - for those appointed after February 2012. After an unacceptable delay, this was confirmed by circular letter in September 2022, with the payment to be backdated to 1st February 2022.

***On 1st September 2013, the starting salary of a second level teacher was €30,702, assuming they received a contract of full hours.***

***On 1st October 2022, the starting salary of a second level teacher will be €41,191 when increases due under the review of Building Momentum are factored in. In addition, teachers appointed after 2011 now also move more quickly onto higher, better-paid points on the scale due to the removal of points 4, 8 and 12, which significantly increases career earnings.***





## WHERE TO NOW?

### RECRUITMENT:

#### SECURE JOBS, FULL HOURS

The commencement of this school year yet again put into sharp focus the fact that most second level teachers struggle financially for several years on contracts of low hours after initial appointment. Regrettably, the same problems are equally prevalent at third level.

A survey of our membership earlier this year showed that 65% of teachers appointed after 2011 did not receive a contract of full hours upon initial appointment, which means that for several years, they only earn a fraction of a full salary. This is no longer sustainable if we are to maintain a high-quality education service and if teaching is to be seen as a viable career.

Teachers and lecturers must be provided with secure jobs of full hours upon initial appointment.

### RETENTION:

#### POSTS OF RESPONSIBILITY RESTORATION

TUI estimates that in 2008, over half of second-level teachers held a promotional post. Since then, this proportion has fallen to around a quarter.

Savage cuts to middle-management structures and posts of responsibility, initially imposed in 2009, have been nowhere near fully restored since, despite some limited moves by Government. This continues to have a very negative effect on the capacity of schools to meet the needs of students. Schools are struggling, with the odds stacked against them by government, to provide and prioritise the range of supports students deserve and should have.

At the same time, a generation of teachers has been denied the same promotional opportunities as those who went before them. With the pay increases due under the review of Building Momentum on 1st October 2022, the remuneration for Assistant Principal I and Assistant Principal II posts will be €9,423 and €4,168 respectively.

TUI will continue to campaign vigorously for a full restoration of these posts.



# Latest international report highlights alarmingly inadequate investment in Irish education

The latest set of annual international OECD indicators – **Education At A Glance 2022** – once again illustrate the shameful failure at Government level to invest appropriately in education.

## IRELAND DRIFTING FURTHER AWAY FROM OECD COUNTERPARTS IN TERMS OF INVESTMENT

The most damning metric in this report shows that of the countries for which figures are provided, none spend a lower proportion of national wealth on education than Ireland's (2.9%). At second level, the situation has worsened further, with Ireland's spend (1%) the lowest of the 36 countries for which figures are provided, trailing far behind the OECD and European averages (both 1.9%). These disparities are also reflected in the figures provided on spend-per-student across the sectors.

Recent experiences related to the pandemic have made clear just how many schools and colleges are unfit for the requirements of modern education, while the hollowing out of middle-management positions in schools has made it more difficult to assist students who are experiencing difficulties of various kinds.

## AT SECOND LEVEL, THE STARTING SALARIES OF IRISH TEACHERS ARE BELOW THE OECD AND EUROPEAN AVERAGES.

However, even then, it must be borne in mind that these salaries are based on an assumption that Irish second level teachers commence on contracts of full hours, which is simply not the case. A survey of our membership earlier this year showed that 65% of teachers appointed after 2011 did not get a contract of full hours upon initial appointment, which means that for several years, they only earn a fraction of a full salary. With the current cost-of-living crisis, this is unsustainable. To tackle the current recruitment and retention crisis, we must return to a system where teachers commence their careers on secure contracts of full hours.



## TEACHERS AT UPPER SECOND LEVEL WORK LONGER HOURS THAN OECD/EUROPEAN AVERAGES

At upper second level, Irish teachers continue to teach more hours than the OECD and European averages. Finland, Germany, Norway, Italy, Spain, Switzerland, Korea and Japan are among those countries with much lower numbers of teaching hours at this level.

## EFFECTS OF THIRD LEVEL FUNDING CRISIS MADE CLEAR

In third level colleges, the ratio of students to teaching staff in Ireland now stands at 22:1, which is vastly higher than the respective OECD and European averages of 15:1 and 14:1. It is a legacy of the ongoing political refusal to address the sector's funding crisis, and a generation of students are losing out as a result.

# TUI fight against cancer – Pink and Blue Power campaign



*“I now feel confident to check my breasts and would never have found the lump that was discovered checking the way I had been prior to being taught how to perform a self-exam properly.”*

Following the success of the last programme in 2019, Pink and Blue Power, the potentially life-saving breast and prostate health assessment and education programme, was rolled out for a second time in February 2022 to eligible members\* of the TUI Income Continuance Plan.

The aim is to increase awareness on the signs & symptoms of breast and prostate cancer and give members the opportunity to get a once-off clinical assessment. The feedback received to from members to date has been very encouraging.

In a recent survey\*\* of participants, 99% said the GP was “excellent or good”, 92% said they knew more about the signs and symptoms of breast cancer and were more confident on how to self check after Pink Power (compared to only 30% before) and 98% said they would recommend the programme to a friend.

Here is what some had to say:

*“I was referred by the GP for an ultrasound after the discovery of a lump. The GP was so comforting and*

*reassuring. The referral appointment was so prompt (within 2 weeks) and all staff there were so kind too. I was given and ultrasound and follow up breast exam by a consultant on the day of my referral appointment and my mind was put totally at ease.”*

**“The doctor who assessed me was very pleasant and reassuring.”**

*“I was referred to the Bon Secours Hospital in Cork. I had a mammogram and an ultrasound. I was in and out with my results in 90 minutes. An excellent service, thanks so much.”*

**“The doctor was really supportive, professional and understanding. I’m a bad patient and he was superb. It was a relief to get the results and at my age/stage. These things bring home the importance of regular health checks. Peace of mind.”**

The programme is well underway. 23% of TUI members invited booked the GP appointment for education and a clinical breast or prostate assessment (just under 1,000 members). GP appointments and referrals are currently ongoing at clinics nationwide. 200 members have been referred for further tests. So far, there has been one breast cancer diagnosis confirmed. Members are closely supported by the Pink and

Blue Power consultants on their journey\*\*\*.

Bookings for this programme is now closed and medical appointments are due to finish by the end of the year. For more information visit [cornmarket.ie/pink-blue-power](http://cornmarket.ie/pink-blue-power)

If you are not in the TUI Income Continuance Plan and are interested in joining, please visit [cornmarket.ie/tui](http://cornmarket.ie/tui)

Important: While some participants are diagnosed with breast or prostate cancer through the programme, it is not a screening programme. The assessment provided only reflects a point in time. No test or exam will pick up every case of breast cancer or prostate cancer. Therefore, if you have signs and/or symptoms that are concerning for breast or prostate cancer, now or in the future, please consult with your own GP without delay.

\* Female members who are aged between 30 and 49, and male members who are aged between 40 and 65.

\*\* Survey of pink and blue participants, 284 respondents, September 2022.

\*\*\* Full Health Medical, October 2022. This programme is brought to members by Cornmarket on behalf of the Scheme underwriter and is not a regulated financial product. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies. The TUI Income Continuance Plan is underwritten by New Ireland. New Ireland Assurance Company plc is regulated by the Central Bank of Ireland. A member of Bank of Ireland Group

**Awareness saves lives.  
Don't forget to self-check.**

# Contracts of full hours and restoration of promotional opportunities required to tackle second level recruitment and retention crisis

The findings of a new survey of almost 100 second level schools make clear the continuing, severe teacher recruitment and retention crisis across the sector. The poll was carried out in September and October by the Principals and Deputy Principals' Association (PDA) of the TUI.

The findings were launched on 26th October, and in a range of media interviews TUI representatives called for teachers to be employed on permanent contracts of full hours upon initial appointment to alleviate the crisis. Similarly, the restoration of middle management posts must be expedited to facilitate the growing pastoral and academic needs across the sector. The Union has said that it is ludicrous that the TUI does not have a place on the Department of Education's Teacher Supply Steering Group.

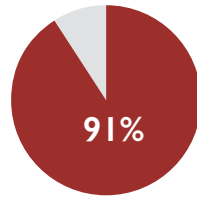
## Key findings

Online survey of principals/ deputy principals in 94 second-level schools was carried out in September and October 2022.



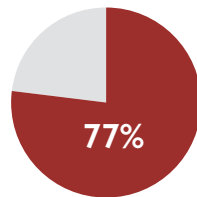
### Has your school experienced teacher recruitment difficulties over the last six months?

91% stated that they have experienced teacher recruitment difficulties



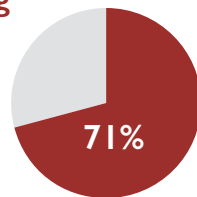
### Have you had a situation in the last six months where a teacher accepted a position only to later reject it for a position elsewhere?

77% stated that this situation had arisen for them



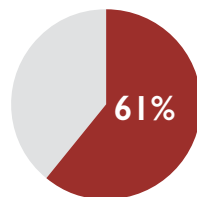
### In the past six months, has there been a situation where no teacher applied for an advertised teaching post in your school?

71% stated 'Yes', that they have had a situation where no teacher applied for an advertised post



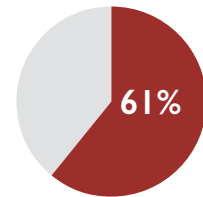
### Does your school currently have unfilled vacancies due to recruitment and retention difficulties?

61% responded 'Yes', that they have unfilled vacancies due to recruitment and retention difficulties



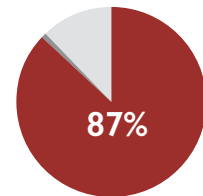
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61% responded 'Yes', that they have unfilled vacancies due to recruitment and retention difficulties



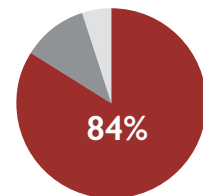
### Generally speaking, have recruitment and retention difficulties become more or less severe since March 2020, when Covid-19 was first detected in Ireland?

87% stated that the situation has become more difficult; 1% less difficult; 12% the same



### Do you believe that enough is being done at Government/Department of Education level to tackle recruitment/retention issues in second level schools?

84% answered 'No' – 11% said that they did not know. 5% said they believed enough was being done.



### The ten subjects most difficult to employ teachers in in ranked order were:

1. Maths
2. Irish
3. Home Economics
4. Chemistry
5. French
6. Construction Studies/Woodwork
7. English
8. Biology
9. Agricultural Science
10. Engineering/Metalwork



# CHRISTMAS LOAN

INTEREST RATE: 4.89%

CLOSING DATE:  
23RD DECEMBER 2022



Teachers' Union of Ireland Credit Union is delighted to launch its Christmas Loan 2022. Closing date for applications is 23rd December 2022. Visit our website to apply.

## Winners Corner

### Members Draw August winners

- Don Dillon, Co. Mayo
- Emer Mullins, Co. Mayo
- Tomas Slattery, Co. Tipperary
- Siobhaun Cawley, Co. Galway
- Catherine Geoghegan, Dublin 5
- Helen McMahon, Co. Donegal

### Members Draw September winners

- Anthony Shanahan, Co. Wicklow
- Gerard Lohan, Co. Waterford
- Erin Dollard, Co. Laois
- Olive Mc Mahon, Dublin 9
- Margaret Dorney, Dublin 14
- Majella Deasy, Co. Dublin

CONGRATULATIONS!

***Michael Carey & Deborah Dunne***

SEPTEMBER 2022

**Current Account**

€ 500 LOYALTY REWARD WINNER



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**current**  
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## Current Account from TUI Credit Union



		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



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# Important dates to Annual Congress 2023

## 20th September 2022

Nomination forms for annual elections issued.

## 18th December 2022(R)

Last date for receipt of motions from Branches, Executive Committee and Security Fund Committee to Head Office for submission to Standing Orders Committee

Please note deadline is 5.00p.m. on 18th December 2022

## 26th January 2023

Last date for receipt of nominations for positions of Vice-President, Standing Orders Committee Areas 12 and 17, Security Fund (3 Vacancies), Assistance Fund Area 6-11 and Area 12-14 and Area Representatives for the following areas:

### Area:

- 2 Roscommon, Longford, Westmeath and Offaly
- 4 Wexford, Co. Waterford, Waterford City, Tipperary SR, Kilkenny
- 6 Dublin Dún Laoghaire
- 8 Sligo, Leitrim and Donegal
- 10 Dublin City
- 12 **C&C Schools** in Counties: Donegal, Galway, Leitrim, Longford, Mayo, Roscommon, Sligo, Westmeath
- 14 **C&C Schools** in Counties: Carlow, Clare, Cork, Kerry, Kilkenny, Laois, Limerick, Offaly, Tipperary, Waterford, Wexford.
- 16 **Third Level Colleges** – Dublin City
- 18 **Third Level Colleges** – Donegal, Sligo, Leitrim, Longford, Roscommon, Westmeath.

Please note that nominations will close at 2.30p.m. on 26th January 2023

## 7th February 2023(R)

Preliminary Agenda will issue to Branches

## 20th February 2023

Issue of ballot papers for elections.

## 21st February 2023(R)

Last date for receipt of:

- amendments to Preliminary Agenda
- order of priority for motions in each section
- names of delegates to Congress.

## 15th March 2023

Last date for receipt of annual election ballot papers.

## 21st March 2023(R)

Issue Final Agenda, General Secretary's Report and Accounts by post and Annual Report by email

## 4th April 2023(R)

Last date for receipt of questions on the Annual Report and Annual Accounts.

## 11th April 2023(R)

Annual Congress opens

Note:

Rule 13 (ii) which reads as follows determines the number of delegates:

“One delegate from each Branch of which the members in benefit do not exceed thirty and one delegate for each fraction of thirty, as per the following table:

Members	Delegates
1 - 30	1
31 - 60	2
61 - 90	3
91 - 120	4
121 - 150	5
151 - 180	6

and so on”.

Rule 14 In-benefit members for the purpose of arriving at the number of delegates to the Annual Congress are fully paid-up members for the month of December whose subscriptions have been received by the General Secretary on or before the last Friday in February, i.e. **Friday, 24th February 2023**.

Delegates to Annual Congress shall be elected by their Branches at the Annual General Meeting or at a properly convened Branch Meeting where the item appears on the Agenda.

## 27th April 2023

Last date for receipt of nominations for the position of President.

## 8th May 2023

Issue ballot papers for election of President.

## 30th May 2023

Last date for receipt of ballot papers for Presidential election.

Note: (R) = Under Rule



# Annual Congress 2023

11th – 13th April 2023

**Annual Congress 2023 will take place in Cork City at the Clayton Silver Springs Hotel. Reservations for accommodation during Annual Congress can be made with the following hotels:**

**Maldron South Mall** €140 per room per night SINGLE  
PROMO Code TUIC120423  
€160 per room per night  
TWIN/DOUBLE

Email: [info.southmall@maldronhotels.com](mailto:info.southmall@maldronhotels.com)

Bookings must be made before 20th February 2023

**Radisson Cork City** €120 per room per night SINGLE  
€135 per room per night  
TWIN/DOUBLE

Email: [info.cork@radissonblu.com](mailto:info.cork@radissonblu.com)

**Metropole Hotel** €135 per room per night SINGLE  
€145 per room per night  
TWIN/DOUBLE

Email: [info@themetropolehotel.ie](mailto:info@themetropolehotel.ie)

Booking must be made before 20th February 2023

**Rochestown Park Hotel** €135 per room per night SINGLE  
€155 per room per night  
TWIN/DOUBLE

Email: [info@rochestownpark.com](mailto:info@rochestownpark.com)

**Montenotte Hotel** €205 per room per night SINGLE  
€220 per room per night  
TWIN/DOUBLE

Email: [reservations@themontenottehotel.com](mailto:reservations@themontenottehotel.com)



## Reservations

Reservations should be made directly with the hotels. There are no booking forms required.

## Crèche

Information regarding creche facilities and how to apply will be available at a later date.



# Díolúintí ó staidéar ar an nGaeilge

Thug Declan Glynn, Ard-Rúnaí Cúnta, Antóin Ó Coinn, Coiste Feidhmiúcháin, agus David Duffy, Oifigeach Oideachais, aitheasc thar ceann Aontas Múinteoirí Éireann (AMÉ) ar cheist na ndíolúintí Gaeilge do Choiste Gaeilge an Oireachtais, an 5 Deireadh Fómhair 2022.

Dúirt Declan Glynn go bhfuil córas na ndíolúintí ó staidéar ar an nGaeilge lochtach agus míshásúil agus gurb é croilár na faidhbe ná líon na ndíolúintí a dheonaítear ag an leibhéal iar-bhunscoile ar bhonn deacrachtaí foghlama.

Dúirt Declan gur deonáidh díolúine ón nGaeilge do 2.5% de scoláirí iar-bhunscoile in 1999 ach go mbíonn díolúine ag os cionn 11% díobh le blianta beaga anuas, rud a chuireann ar neamhní aidhm na Roinne Oideachais gur rud “annamh” agus “eisceachtúil” a bheadh sa díolúine. Aontaíonn AMÉ leo siúd a áitíonn nár cheart go mbeadh díolúine ach ag 2-3% de phobal scoileanna na tíre.

Is ábhair imní faoi leith d’AMÉ an borradh seasta ar líon na ndíolúintí a dheonaítear ag an leibhéal iar-bhunscoile (méadú 81% sna sé bliana deireanacha), an t-ardú as éadan ar líon na ndíolúintí a dheonaítear ar bhonn deacrachtaí foghlama (ardú 22.8%, ó tugadh an córas leasaithe isteach in 2019 - ó 6026 in 2019 go 7400 in 2022), an cion de dhaltáí Teastas Shóisearaigh agus daltaí Ardeistiméireachta a mbíonn díolúine acu ach a thugann faoi theanga Eorpach eile (idir 55% agus 74%, ag brath ar an leibhéal agus ar an mbliaín) agus an cohórt de scoláirí Ardeistiméireachta nach ndéanann aon scrúdú Ardeistiméireachta sa Ghaeilge – 22% in 2022 (bíonn díolúine ag 60%-70% acu).

Tá buairt ar Aontas Múinteoirí Éireann freisin faoin bhforas is nua faoinar féidir díolúine a cheadú; is é sin i gcás “scoláirí a bhfuil ardleibhéal riachtanas éagsúil dianseasmhach acu, ar riachtanais iad atá ina mbac suntasach ar a rannpháirtíocht ina gcuid foghlama agus i saol na scoile”. Dúirt Declan go bhfuil imní ar AMÉ go mbainfear mí-úsáid as an bhforas nua díolúine seo mar chúis aonair chun díolúine a bhaint amach.

Chuir AMÉ moltaí faoi bhráid an Choiste Ghaeilge, gan ach cuid acu a lua mar a leanas:

- Molaimid go ndéanfaí athbhreithniú ó bhonn ar choincheap na díolúine i gcás scoláirí a bhfuil riachtanais speisialta oideachais acu



DECLAN GLYNN, ARD-RÚNAÍ CÚNTA

- Molaimid athmhachnamh ar an gceist cé acu ar chóir nó nár chóir feidhm a bheith ag an díolúine ón nGaeilge i gcás scoláirí a thugann faoi theangacha iasachta ionas nach mbreathnófaí ar an díolúine mar ‘réiteach’ ar dheacrachtaí foghlama agus ar ualach oibre na scoláirí.
- Molaimid go dtreisófaí go mór ar an monatóireacht a dhéantar ar chur i bhfeidhm chóras na ndíolúintí.
- Molaimid go ndéanfaí taifead ar líon na n-iarratas ar dhíolúintí agus go gcuirfí ar fáil an fhaisnéis ar dháileadh na ndíolúintí i raon iomlán na n-iar-bhunscoileanna éagsúla.

Dúirt Declan go bhfuil ualach breise agus brú iomarcach, mífhéarálte ar phríomhoidí, ar mhúinteoirí Gaeilge agus ar Chomhordaitheoirí Riachtanais Speisialta Oideachais ach gan fáil ar leithdháileadh múinteoirí breise ná ar acmhainní breise acu. Dúirt Declan gur chóir raon tacaíochtaí, oiliúint, áiseanna cuí agus am a chur ar fáil do mhúinteoirí chun cabhrú leo freastal sa seomra ranga teanga ar riachtanais na bhfoghlaimeoirí Gaeilge uile.

Tá cóip den aighneacht a chuir AMÉ faoi bhráid an Choiste Ghaeilge ar fáil ar ár suíomh gréasáin.

## Tagairtí

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\*Average saving based on 114 TUI members who reviewed & switched their health insurance between October 2020 & October 2021. Source, Cornmarket November 2021. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies. Telephone calls may be recorded for quality control and training purposes.

17705 TUI PP Health AD2 11-21

# TUI Workplace Committees - wh

## What is a Workplace Committee?

A Workplace Committee (WPC) will be comprised of 3 – 4 named representatives, which will carry out a variety of roles, duties and responsibilities (see 'Role of WPC' below).

A Workplace Committee will be organised and structured in each workplace as the initial and principal point of interaction with grassroots members.

These Workplace Committees will report to their Branches.

## Establishment of a Workplace Committee (WPC)

The WPC will be set up as follows:

- 3 – 4 will be selected by all TUI members in each workplace. Where a workplace is small, a mechanism may be required to enable members to 'affiliate' with a nearby bigger workplace
- Selection of a WPC by the members in each workplace will be held annually, preferably in May, but prior to the Branch AGM, by one of the following methods:
  1. Annual election in May of each year, when one person steps down from the Committee and one person is added by election
  2. An agreed rotation system amongst the entire staff: one person steps down each year and one is added
  3. Random selection: one person steps down each year and one is added by lottery
  4. Straightforward annual election – one year term

Note: each workplace can decide which method of selection suits it best.

- Gender balance on WPC must always be taken into account
- Consideration might be given to a minimum number of years on the WPC (possibly 2 years) to ensure continuity but a maximum number of years (possibly 3 years) to ensure fair distribution of the workload

## Role of WPC

The role of the WPC will be to:

- Disseminate both local and national information from the TUI to all members in the workplace
- Call regular meetings, at least one per term or more frequently as and when required, to discuss Union issues and problems that may arise in the workplace or issues of national policy, particularly where a national decision or ballot is required
- Represent members, consult and negotiate with local workplace management
- Consult with local management where schools/colleges have discretion regarding the implementation of agreements
- Consult with local management on matters of collective interest to the members in that workplace
- Ensure compliance with all agreements between the TUI and the employers within the workplace
- Ensure compliance with TUI Directives in the workplace
- Handle initial informal stages of a grievance procedure on behalf of individual members
- Liaise with, report and supply information to Branch Officers/Area Reps/Head Office, as appropriate
- Attend Branch meetings

- Engage in direct recruitment of members of staff
- Monitor, review and maintain membership
- Fulfil election and ballot requirements

## Recruitment and Membership

One member of the WPC should be appointed as 'Recruitment Officer' to take responsibility for recruitment and membership, with whom Branch Officers and Head Office could liaise on an on-going basis.

The 'Recruitment Officer' role would include the following:

- Recruit all new teaching staff and any non-members of existing teaching staff to membership of the TUI, be they permanent or temporary, part-time or wholetime.

Completed application forms should be lodged with the Workplace Rep or Secretary of Branch or with TUI head Office or applications may be made online at [www.tui.ie](http://www.tui.ie)

- Monitor membership to ensure that all members are 'in-benefit'
- Ensure that members are aware of, and receive union benefits, such as job protection and security and securing additional hours when they become available to colleagues on fewer than full hours
- Ensure that members are aware of, and receive any other benefits (details in TUI Diary)
- Advise members who go on extended leave the steps that must be taken to maintain or retain their membership
- Inform Branch Officers and Head Office if members retire or resign

# What are they and what do they do?

## Conducting Ballots

A member of the WPC should take responsibility for the following:

- Distribute ballot papers to members for all TUI elections and other voting requirements
- Obtain a signature from each member on delivery of the ballot paper
- Ensure that each member is aware of the correct name of the Branch to which s/he belongs
- Return completed accompanying documentation as directed



## Meetings of Members in the Workplace

- Schedule at least 4 formal meetings of workplace members during the school year
  - Chairperson of the meetings to be selected from WPC and agreed by members
  - Adequate notice to be given to members
  - An agenda to be circulated prior to the meeting
  - Minutes to be recorded of decisions taken at each meeting and the actions to be carried out, and by whom, to implement those decisions ; the minutes should be circulated as soon as possible after each meeting
- Hold informal meetings of members as and when required, where specific or urgent issues arise and need to be considered at local level
- Notice of meetings  
A poster should be displayed in the staff room and on the TUI noticeboard

and/or an e-mail circulated, stating:  
Date and time of the meeting; Where the meeting is being held; The agenda for the meeting; Time the meeting will finish

- The minutes of previous meeting should be circulated in advance, preferably shortly after the last meeting
- At least two WPC members should always attend all meetings with management

- Mobile numbers of WPC Reps should be sent to the Branch and to Head Office immediately after being selected
- TUI News should be distributed to all members and an update of the number of copies required should be ordered from Head Office if necessary
- TUI Diary/Handbook available each September and which contains a great deal of information, should also be distributed to all members at the beginning of the school/academic year

## Communications between WPC, members and the TUI organisation

- Names and roles of WPC Reps should be sent to the Branch and to Head Office immediately after selection
- A generic e-mail address, not a personal one and preferably not an address which is dependent on the employer, should be used for each WPC and for all TUI e-mails

# Unique TUI/WorldSkills conference on apprenticeships and skills gives delegates plenty to consider



MINISTER FOR STATE FOR SKILLS AND FURTHER EDUCATION NIALL COLLINS WITH TUI'S SEAMUS LAHART, PRESIDENT LIZ FARRELL AND GENERAL SECRETARY MICHAEL GILLESPIE

The TUI and WorldSkills Ireland jointly hosted the National Skills and Apprenticeship Conference to coincide with the WorldSkills Ireland event in the RDS. The conference discussed the many ways we can promote apprenticeships as a quality career choice and focused on equity of access to programmes and training, green skills and sustainability and the future of skilled work in a technologically driven future.

The event was a huge success and certainly gave all in attendance plenty to consider as they progress their programmes, classes and careers. The speakers in attendance had diverse backgrounds and opinions and sparked stimulating conversations among both attendees and guests.

TUI General Secretary Michael Gillespie opened the event and spoke of his support for the conference, expressing his thanks to all who had contributed to making the day a huge success. Louise Sherry of the Higher Education Authority spoke of the role of the National Apprenticeship Office (NAO) not only in promoting apprenticeships but also in providing a single, accessible portal where provision can be accessed and actioned. She outlined the tremendous work being done to make the process of providing or undertaking

an apprenticeship course as streamlined as possible. Louise discussed improvements and developments that are on the way to assist both the employer and the apprentice.

Micheal O' Brien, Innovation and Development Manager at Waterford and Wexford ETB, then shared his experience in

developing the Leading Near Zero Energy Build programme and working with SOLAS through the Innovation through Collaboration initiative. Michael showed what can be achieved by working together, developing programmes, meeting and beating targets, creating courses and developing skills-based provision that has sustainability at its core.

Liam Berney, Industrial Relation Officer with the ICTU, spoke about the importance of apprenticeship provision and parity of esteem with other courses available on the CAO system, sentiments echoed by the TUI also. Apprenticeship opportunities should be available through the CAO system, not as an adjunct or hyperlink to an entirely separate portal.

Dr Jason Scales, Director, Global Education with Lincoln Electric regaled and reinvigorated those gathered with developments in the welding education sector. He asked those present to examine what training is and how we can improve on the instruction methods we provide to our students. Similarly, his probing and provocative narrative highlighted the lack of apprentices and our role in developing and maintaining the pipeline of talent required in the future.



ISSU PRESIDENT CAITLIN FAYE MANITI AND SECRETARY ANDREW VICTORY ISSU SECRETARY WITH TUI GENERAL SECRETARY MICHAEL GILLESPIE



JOSEPH RYAN, TECHNOLOGICAL AND HIGHER EDUCATION ASSOCIATION, JOHN FITZGIBBONS, CORK ETB, SHARON HIGGINS, IBEC, MICHAEL MURPHY, 4TH YEAR APPRENTICE AND DERMOT CAREY, CONSTRUCTION INDUSTRY FEDERATION

Amanda Fennell, Director of EMEA Marketing for Autodesk Construction spoke convincingly on how we need to address the perception of the construction industry as a cold, wet miserable career, a career of last choice. She delved into developing and highlighting the positives associated with a career in construction and pointed out that the construction industry is one that affords continuous opportunities to apprentices to up-skill and develop.

A panel discussion was chaired by TUI Vice President David Waters and the panellists represented the many stakeholders in the sector, including Sharon Higgins, IBEC, Dermot Carey, CIF, Joseph Ryan, THEA, Michael Murphy, Apprentice, Shay Byrne Electrical, and John Fitzgibbon Director of FE, CETB. The discussion was honest and free flowing, with panellists discussing the challenges, opportunities, difficulties and future of provision within the sector.

Minister Niall Collins, DFHERIS addressed attendees highlighting his support and vision for apprenticeships and outlined the work he has undertaken as Minister of State with responsibility for Skills and Further Education. His endorsement for and of the sector was very much welcomed by all and his contribution acknowledged and appreciated.

The last words went to the President of the TUI, Liz Farrell who thanked everyone for their contributions and help in making the conference not just a success but a showcase of the inspirational and innovative work that is carried out by all of our members within the sector.



DOROTHEE SCHMID (LINCOLN ELECTRIC), ARLENE FOSTER (NCCA) AND LOUISE SHERRY (HEA)



AREA 15 EXECUTIVE COMMITTEE MEMBER ANTOINETTE ROURKE, AGS JOHN O' REILLY AND AREA 17 EXECUTIVE COMMITTEE MEMBER SHANE O' ROURKE

# News and updates from the Teaching Council

*The following updates have been provided by the Teaching Council*

## NQT (Newly Qualified Teacher) Summer Registration Process

This is the annual fast-track process where the course providers transfer the graduate results to the Council once the exam boards/courts have occurred and results are finalised. For 2022 graduates, this process commenced in June 2022. As at 03/10/2022, 93% of NQTs have registered with the Council and another 1% are in Progress.

## Droichead 2022/2023

The Droichead process opened on Thursday, 1 September 2022 for applications which can be made online via the My Registration section of the website. As of the 3 October 2022, there were 2,713 teachers availing of the process in 1,311 schools, of which there were 1,284 post-primary teachers across 497 post-primary schools.

## 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(s). If you have not been in a position to meet the requirement(s) 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 <https://www.teachingcouncil.ie/en/registration-renewal/>

## 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 so immediately by logging onto the MyRegistration Portal and commencing the re-vetting process.

## World Teachers' Day 2022

World Teachers' Day was celebrated across the world on 5th October. This year's theme was "The transformation of education begins with teachers". Once again, TUI members across all sectors were encouraged to purchase cakes for staff rooms and to send the receipts to Branch Treasurers for reimbursement. Mark the date again for 2023!





# Updates on TUI's representations on a number of Further Education and Training issues

## Tutors

### The Chairman's Note Process

As reported in the September issue of the TUI News, it was incumbent on the Departments (Department of Further and Higher Education, Innovation, Research and Science – DFHERIS and Department of Education – DE) to revert to the Union with an offer. The Union engaged with the Departments in early October when an offer had not been forthcoming. The Departments advised that while they aspired to realise the undertaking they had given in July, it had been given on the assumption of securing an agreed approach with the Department of Public Expenditure and Reform over the relevant timeframe.

The Departments further advised that the subsequent delay that has arisen reflects, in part, the pressure of work in the course of September on account of the Budget taking place on 27 September, two weeks in advance of its usual scheduling.

In addition, the Departments have continued to communicate and seek engagement with the Department of Public Expenditure and Reform with the aim of securing an agreed proposal to resolve this long-standing issue. The Department noted that, unfortunately, it has not proved possible to date to progress this aspect of the process to a successful end-point.

However, the Departments asserted that they remain acutely conscious of the key role played by Adult Tutors in the delivery of priority services across the FET system and the necessity of seeking to progress this issue to finality.

In that context, the Departments engaged with the Union on aspects of their own engagement with DPER and the Union



continues to engage on a proposed resolution recognising the progress towards a final resolution while also holding the Departments to their commitment to secure a resolution imminently.

### Youthreach Conciliation

In the September edition the TUI set out that agreement was reached on a process which would recognise that 'Persons who have been/are appointed as teachers in a recognised post-primary school or Further Education Setting and who have service as a Youthreach Resource Person and/or Coordinator may apply to have all service in those grades considered as teaching service, solely for the purposes of incremental credit'

While processing of individual case studies continues, the Union has been engaging with the relevant Departments to ensure the issue of a Circular Letter to enshrine the agreement. Outstanding concerns to be addressed include:

- Ensuring applicants know what they need to supply in evidence of service claims
- Finalising how the Department and ETB will liaise about the applications
- Ensuring that the system can identify where there was previous relevant non-teaching service for YR service to avoid double counting/overpayment issues

### Organisation Design for Education and Training Boards

As per the Annual Report for 2021, the TUI had secured agreement, in consort with colleague unions, on a series of meetings to progress toward an agreed Organisation Design for all ETBs. Recognising that the implementation of the SOLAS FET Strategy 2020-24 and myriad changes in FET funding will require significant consideration in the context of the FET Pillar, the parties agreed to pay particular attention to the pillar in the course of ongoing discussions. In this regard, commencing in September, the parties committed to a series of weekly meetings to progress an Organisation Design for all ETBs. While the TUI recognises the absurdity of designing an ETB almost a decade since their designation, the Union is committed to ensuring the interests of our members are to the fore of the discussions which the Union requires to resolve a number of outstanding issues with a somewhat ad hoc approach to staffing that some ETBs have engaged in. The discussions are now considering three strands:

- Shared Goals and Priorities
- FET Staffing Structure
- ETB Competencies and Responsibilities

The TUI continues to engage with colleague unions toward a fit-for-purpose Organisation Design for ETBs, while keeping the mandates of our membership as expressed at various Congresses to the fore of all discussions.

# TUI opening statement to Oireachtas as part of the Committee's examination of the topic "Service and supports provided for autistic people" (October 2022)

## Prevalence of Provisions Currently

Data shows that disadvantaged schools enrol by far the most significant proportion of students with special educational needs (SEN).

## Individual Education Plans and Implementation of the EPSEN Act

The Education for Persons with Special Educational Needs (EPSEN) Act requires serious investment and a number of groups have questioned whether it is still possible to implement. Over fifteen years ago, the TUI emphasised that schools were not sufficiently resourced to implement specific elements of the EPSEN Act, in particular designing and delivering Individual Education Plans (IEPs) for SEN students. Since then it has become clear that the medicalised model envisaged in EPSEN is no longer possible due to an unwillingness of the Department of Education over many years to facilitate ongoing resourcing and legislative arrangements. In the absence of adequate resourcing, many of the needs of students with special educational needs are falling on parents. Schools will need continuing professional development (CPD), teaching hours, time for administration and the restoration of pastoral supports. The student profile/plan recording system needs to be redefined entirely. Furthermore, schools, students and families will need to be able to access out-of-school supports such as occupational therapy (OT) / speech and language therapy (SLT) / child and



adolescent mental health services (CAMHS) etc in a timely fashion.

## Access to Assessment and Early Intervention

We are all aware of long waiting lists for access to vital support services such as OTs/SLTs/CAMHS etc. The backlogs are not in any way the fault of the staff in those services who are trying valiantly to cope with unmanageable caseloads. However, the waiting lists present significant difficulties for schools, and families, who are trying to support students with autism.

## Adults / Higher Education (HE) and Further Education and Training (FET) Students

It is vital that students with autism continue to be able to access supports when moving into and through FET/HE. College guidance and disability offices need to be adequately resourced to achieve this. The Disability Access Route to Education (DARE) scheme also needs to continue and, if possible, expand.

## School Supports

Education settings require support from relevant agencies with expertise in these areas if the school is to adequately support students with autism. Those supports to students are frequently lacking. Cuts to pastoral

supports in schools, such as guidance and middle management, have also made it difficult for schools to support students in these difficult situations. Numbers of posts of responsibility have also not kept pace with ongoing rises in student numbers. Schools most urgently need time, resources and CPD to support students with autism. Restoration of the SEN allowance would encourage more teachers to acquire this very important qualification. Schools need time to do department-level planning as well as student-level planning. Some schools don't even have an assigned Special Educational Needs Organiser (SENO).

The lack of integrated inclusive supports on-site in schools such as nurses, speech and language therapists, occupational therapists, physiotherapists etc makes truly inclusive education a dream rather than a reality. There is a pilot programme, the School Inclusion Model, which is available in some schools. The TUI is cautiously optimistic of the prospects of such a programme and looks forward to the forthcoming research report on the pilot scheme.

## Public Buildings

It is vital that all public buildings be made autism sensitive. All new buildings should have the facility to incorporate safe spaces as well as room for special classes as required. However, many older buildings will require significant retrofitting. We need to reimagine school building design as well as looking at issues such as ventilation and heating. It should be noted that student numbers are rising rapidly and hence many schools will require extensions to be built.

## Recommendations

The TUI would like to make the following recommendations to the Committee:

- Students with autism should be able to attend school with their siblings and neighbours and without travelling long distances.
- It is essential that vital support structures within schools be restored. This includes, but is not limited to, guidance support and middle management posts.
- It is essential that students with SEN be able to access further education and training opportunities.
- There needs to be investment in students with autism before, during and after their time in post-primary.
- Better forward planning is required for students due to move into post-primary whilst they are still in primary school.
- Hours allocated to SEN need to be used solely for SEN work such as planning, direct student support, family liaison etc.
- The Teacher Conciliation Council (TCC) has been addressing, for some time, the issue of a specific time allocation to schools for departmental level planning for SEN support. A recommendation by the TCC soon would be helpful.
- Time, resourcing and CPD are essential.
- Follow-on programmes are required at Senior Cycle for students who pursued Level 1 and Level 2 Learning Programmes at Junior Cycle. Resources will need to be provided to schools to enable this.
- An extensive school building and refitting programme is needed urgently.
- Significant investment is needed in out of school supports such as OT/SLT/CAMHS etc.
- Significant investment is needed in the health system to enable assessments of need – which are after all a legal right.
- NEPS must be involved in schools from the ground up – working with staff but also working with students both individually and in groups.
- Every school should have an assigned SENO.
- It would be useful if all staff had the opportunity, if they so wished, to engage in CPD on supporting students with autism spectrum.
- The DARE scheme also needs to continue and, if possible, expand.
- The SEN allowance should be restored.
- Provision of special schools and special classes should continue to exist until a viable, and fully resourced, alternative can be provided.

### Branch training events

A small sample of recent training events for TUI representative roles.



BOYNE C&C BRANCH TRAINING



CO. DONEGAL ETB BRANCH OFFICERS AND TUI REPRESENTATIVES TRAINING



DUBLIN C&C BRANCH TRAINING



DONEGAL C&C BRANCH TRAINING



MAYO, SLIGO & LEITRIM BRANCH TRAINING



**CRESLOUGH TRAGEDY**

A CANDLE BURNS BRIGHTEST IN THE DARKNESS, AND AS CRESLOUGH IN CO. DONEGAL WAS IMMERSSED IN DARKNESS, MEMBERS OF THE TUI EXECUTIVE COMMITTEE AND HEAD OFFICE STAFF REMEMBERED THOSE WHO TRAGICALLY LOST THEIR LIVES AND OFFERED SUPPORT TO THOSE IMPACTED BY THE TERRIBLE EVENTS OF 7TH OCTOBER.

**Cost Of Living demonstration**

TUI representatives at national Cost Of Living demonstration on 24th September





## TUI PROFESSIONAL DEVELOPMENT PROGRAMME

### PRE-RETIREMENT SEMINARS 2022/2023

DATE	VENUE	Please Tick Your Choice ✓
TUESDAY 22ND NOVEMBER 2022 9.00AM-4.30PM	HODSON BAY HOTEL, ATHLONE	
WEDNESDAY 8TH FEBRUARY 2023 9.00AM-4.30PM	THE ASHLING HOTEL, DUBLIN 8	

*Places are limited and will be allocated on a first-come first-served basis.  
Please ensure you complete this form in full and return to the postal address below.  
Alternatively, you may email your details, as per application form, for the attention of  
Lesley Conville to: [lconville@tui.ie](mailto:lconville@tui.ie)*

### APPLICATION FORM

Your Name: \_\_\_\_\_

Name of School/Centre/College/TU: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

Dietary Requirements: \_\_\_\_\_

TUI, 73 Orwell Road, Rathgar, Dublin 6, D06 YP89  
Telephone: (01) 4922588

# RMA News

As I write this at the beginning of October, I am looking forward to joining with RMA colleagues and friends for our autumn break later in the month in Kilkenny. The spring break in 2023 will take place in May and will be held in conjunction with the RMA's AGM, I will have further details on this in our next edition of TUI News.

The RMA Management Committee held its September meeting in the Kilford Arms Hotel, Kilkenny. Much frustration was expressed by members over the continuing delay in the payment of pensions increase arrears due to teachers who retired from ETBs. The meeting decided to utilise the staff representatives on ETBs to raise this issue at ETB meetings with a view to getting it resolved. Some retired teachers have arrears due from 1st October 2020 and all ETB retirees have arrears due from 1st October 2021. It should be emphasised that some ETBs have submitted the necessary calculations and the retirees are now getting the benefit. RMA TUI has no issue with ETB who have attempted to progress this matter. However, we condemn absolutely the apparent ineptitude and intransigence of several ETBs for the inordinate delay and hardship imposed on our members.

The recent accepted extension to Building Momentum 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 is payable from 1st October 2022 under the original Building Momentum Agreement. All these increases will be 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 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.

## Pensioners'/Retired Workers' Rights Bill

The Bill tabled by Deputy Brid Smith a year ago has been deemed to have passed its second stage. However, before it can be considered at Committee Stage, it must pass examination by the 'Scrutiny'

committee. This is now taking place. It is worth noting, that there were no objections to it at the Second Stage, but Government and others may bring forward amendments to it at Committee stage. It is expected back in the Dáil before Christmas.

## Remember to pay your subscriptions!

By now all RMA members have received their TUI Diary/Handbook. But remember, if you don't pay your subscription, don't expect to be on the mailing list in future. We encourage members whose pensions are paid by PSSC (retirees from VECs/ETBs/ITs) to complete the 'consent' form available on [www.rmatui.ie](http://www.rmatui.ie) and send it to our Treasurer, or any Officer of the RMA. In completing that form, you need your payroll number. This is also the payment reference on your bank statement opposite your Pension Credit Transfer and of course it can be found on any pension slip you have on file.

Following two years of inactivity, most RMA branches are now back up and running and we wish them all the best in their activities, but please continue to keep safe.

**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](http://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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**Congratulations to:**  
**Vol 45 No 1 winner**  
**Laura Brennan, Glenart**  
**College, Co Wicklow.**

# Crossword

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

Only one entry per member.  
 Photocopies can be submitted.

Name \_\_\_\_\_

Workplace \_\_\_\_\_

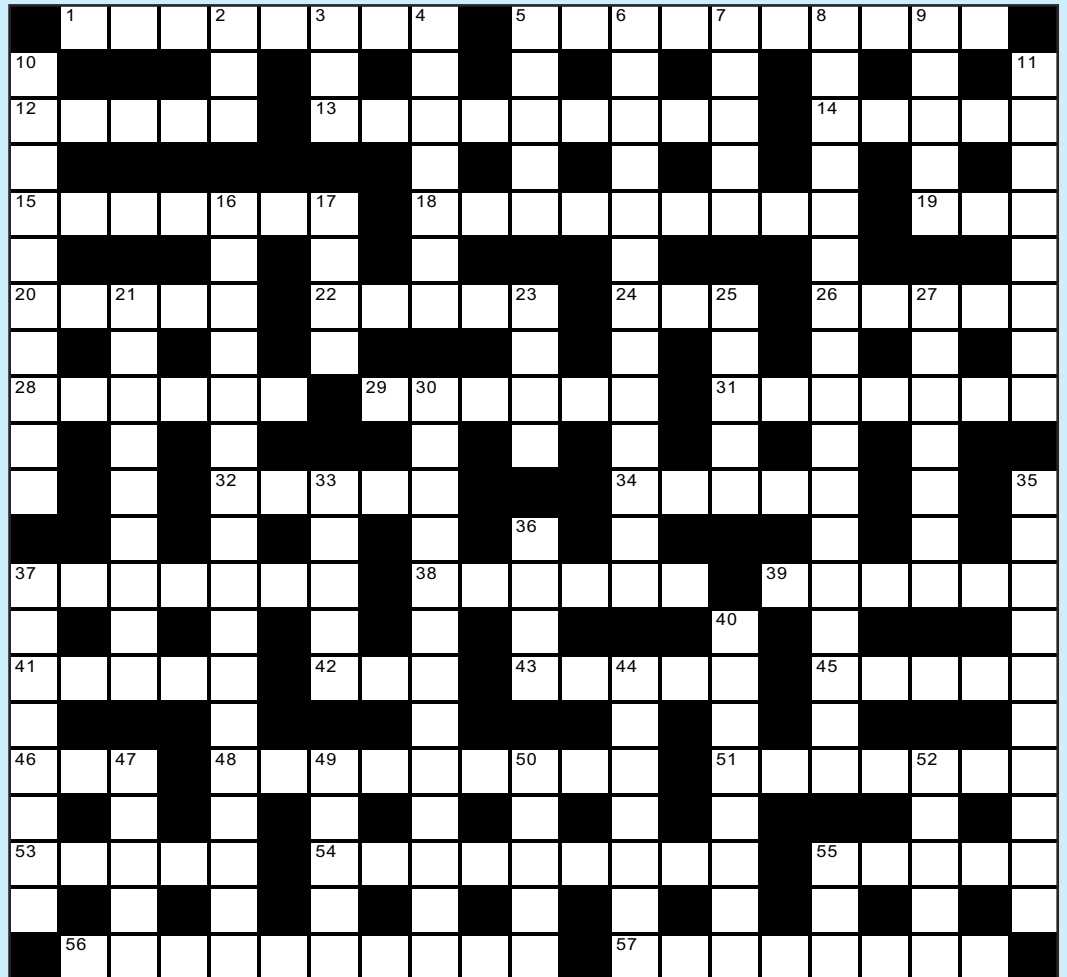
Address \_\_\_\_\_

Contact number \_\_\_\_\_

TUI Branch \_\_\_\_\_

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

Closing date for entries:  
 Friday, 6th January, 2023.



**ACROSS**

- 1 Surface water sport in which an individual is pulled behind a (5,3)
- 5 Any port where a ship stops except its home port (4,2,4)
- 12 Suggestive of the supernatural; mysterious (5)
- 13 A shade of blue tinged with purple (5,4)
- 14 The relative magnitudes of two quantities (usually expressed as a quotient) (5)
- 15 Unhook or unfasten (something tethered to or caught on something else) (7)
- 18 Things that need to be done, explained (5,4)
- 19 Moving away and often down from (3)
- 20 Applying to ordinary citizens as contrasted with the military (5)
- 22 A cravat with wide square ends; secured with an ornamental pin (5)
- 24 Drink slowly, small mouthfuls at a time (3)
- 26 Garden tool for mowing grass on lawns (5)
- 28 Furniture or architecture characterized by an elaborately ornamental style of decoration with asymmetrical patterns involving motifs and scrollwork. (6)
- 29 A landlocked republic in eastern Africa (6)
- 31 A favourable omen (7)
- 32 Bertha -----, the 'madwoman in the attic' in Charlotte Bronte's Jane Eyre (5)
- 34 An arm off a larger body of water (often between rocky headlands) (5)
- 37 Stuck in a place where a ship can no longer float (7)
- 38 Fail to fulfil a promise or obligation (6)
- 39 A group of conditions that make skin inflamed or irritated (6)
- 41 Having some resemblance (5)
- 42 Ancient Roman god; personification of the sun; counterpart of

Greek Helios (3)

- 43 Edible seeds of various pod-bearing plants (5)
  - 45 An important topic or problem for debate or discussion (5)
  - 46 Cobra used by the Pharaohs as a symbol of their power over life and death (3)
  - 48 The -----, 1960 American romantic comedy-drama film directed and produced by Billy Wilder (9)
  - 51 Young woman who is very trusting, especially as played in films and plays (7)
  - 53 A person born in the United States of parents who emigrated from Japan (5)
  - 54 Act by oneself without assistance. (2,2,5)
  - 55 A minor actor in crowd scenes (5)
  - 56 Area characterised by a closed and continuous tree canopy, moisture-dependent vegetation (10)
- DOWN**
- 2 All About ---, 1950 American drama film written and directed by Joseph L. Mankiewicz, starring Bette Davis (3)
  - 3 Term of address for a man (3)
  - 4 Extremely happy, peaceful, or picturesque. (7)
  - 5 An acute viral disease marked by inflammation of nerve cells of the brain stem and spinal cord (5)
  - 6 Recreational and competitive sport in which the participants use special shoes fitted with small wheels to move about on rinks or paved surfaces (6,7)
  - 7 A large body of water constituting a principal part of the hydrosphere (5)
  - 8 An empty sock or sock-shaped bag that is hung on Saint Nicholas' Day (9,8)

- 9 A game in which numbered balls are drawn at random and players cover the corresponding numbers on their cards (5)
- 10 Relating to tomb or internment (10)
- 11 A beam laid along the edge where two sloping sides of a roof meet at the top (8)
- 16 Systems used in transmitting messages over a distance electronically (17)
- 17 A person who is in charge (4)
- 21 With the order reversed (4,5)
- 23 A portable shelter (4)
- 25 Small, round object that forms around a grain of sand inside shell of sea creature (5)
- 27 Cut small bits or pare shavings from (7)
- 30 A coordinated work stoppage by a substantial proportion of the workers of a particular city, region or state (7,6)
- 33 One of two or more contesting groups (5)
- 35 A slender short-haired blue-eyed breed of feline having a pale coat with dark ears paws face and tail tip (7,3)
- 36 Break suddenly and abruptly, as under tension (4)
- 37 Cause to come to know personally (8)
- 40 Avitaminosis caused by lack of thiamine (vitamin B1) (8)
- 44 A feeling of dissatisfaction that results when your expectations are not realized (3,4)
- 47 The title of a Turkish officer of high rank (5)
- 49 (informal) Aggravation or aggression (5)
- 50 Strictly accurate or correct (5)
- 52 Relating to or accompanying birth (5)
- 55 A supernatural creature of folk tales, typically represented as a small, delicate, elusive figure in human form with pointed ears. (3)