



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

# n e w s

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Branch Officers' Meeting – Pensions – FETAC developments



DONEGAL BRANCH REPRESENTATIVES' TRAINING, 28/1/10

## Commencement of Political Lobby

The Executives of the four teacher unions, TUI, ASTI, IFUT and INTO decided that:

**A sustained political pressure lobby is to take place between now and Budget 2010 in three phases**

Phase I: Commences Saturday 6 February 2010

The purpose of the lobby is primarily to make TDs aware of the profound anger among TUI members at the imposition of pay cuts on public service employees and at the proposed reforms to public sector pensions.

It is important that all TDS (Government and opposition) are visited in person by TUI members, with priority given to Government TDs. It is vital therefore that every teacher/lecturer/employee in every school/college/centre participates in the lobby.

Please advise your local TDs in the constituency in which you live about the impact of the cuts on you.

**Everybody has their own real story to tell. Your TD needs to hear about the impact of the pay cuts on you and your family.**

A lobby information pack with the contact details for all TDS has been sent to all schools/colleges and centres.

***Please voice your opposition to the cuts and the proposed changes to pensions by visiting your local TDs now!***



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TUI PRESIDENT, DON RYAN

Thanks to all branch officers who attended and contributed at the TUI consultative conference on Saturday, 30th January. The views expressed reflected very clearly the anger and frustration that all members feel as a result of the events of the last 18 months.

Savage pay cuts, the embargo on promotional opportunities and the destruction of current pension arrangements have left our members feeling undervalued, demoralised and extremely angry.

This understandable anger has at various times been directed against the TUI executive, TUI officials, the ICTU and its Public Services Committee. None of these are the enemy. They did not decimate the education system, they did not cut our pay, they did not bring about job losses, and they are not proposing to downgrade our pension entitlements.

The focus must be the real enemy, the inept and corrupt Government which decided unilaterally to target public sector workers over and over again in order to appease their big business cronies and the right-wing media who have mounted a sustained campaign of vilification of Public Service Workers. It is also clear that this same Government intends to further reduce the pay of public servants and destroy our conditions of service through its so-called transformation agenda.

Collectively, we have to present a more unified and cohesive resistance to those who have 'declared war' on us and our public service colleagues. This Government and those who have chosen to demonise us must be the target of our anger. We must politicise our younger colleagues in particular to involve themselves in the TUI for their own protection. We must identify those politicians who are against us and make it abundantly clear to them that we will not support them at election time. They don't seem very worried at present. Colleagues, the shame will be on us if the same cohort of politicians remains in power following the next general election.

As part of a sustained ongoing campaign to restore our standard of living and our conditions of service we must adopt a clear and unambiguous stance in relation to agendas for transforming our work and destroying our conditions of service. It is unthinkable that we would co-operate with any transformation of our work aimed at more cost-saving at our direct expense.

We must implement our directives vigorously. We must ensure that hard-won conditions of service are safeguarded. If for instance the Government succeeds, through its moratorium on the filling of vacant promotional posts, in reducing the number of promotional posts available

in schools and colleges our career structure will be shattered. Younger teachers and lecturers in particular will pay the biggest price of all if duties outside the post system are being carried out for no payment or pensionable credit.

The conference on January 30th identified additional work to rule measures for consideration by the national executive. All of these suggestions will be considering in the context of they being workable and sustainable and where appropriate in collaboration with other unions.

The political campaign that we have commenced will be intensified over the coming weeks. This campaign must be sustained at both local and national level right up to the next general election. There is an obligation on each one of us to engage in this campaign to bring about the political change required. Remember, we are part of a group of 300,000, excluding our families, friends and wider community. This, by any standards, is a significant lobby group. I ask every single member to become active and involved in this campaign.

Don Ryan, TUI President

# Branch Officers' Meeting – Looking to the future

A meeting of Branch Officers took place in the Gresham Hotel, Dublin, on Saturday, 30th January. The meeting dealt with the Union strategy for the future in dealing with the current difficulty whereby members have suffered two pay cuts and foregone a pay increase negotiated. In addition, the public service moratorium means that there are no appointments to promotional posts of Special Duties or Assistant Principal in schools and a cutback in staffing in the Third Level Colleges. The strategy in opposition to these cuts is being coordinated by the Public Services Committee of ICTU and involves continued escalation of industrial action, a consideration of strike action as appropriate and a political campaign.

The industrial action, which varies from Second Level schools to PLC colleges to Third Level colleges, has been issued and proposals for escalation of this have been discussed by the Executive Committee. Additional proposals were suggested at the Branch Officers' Meeting on Saturday and further consideration will be given to these suggestions by the Executive Committee following which clear directives will be issued. The campaign comprises industrial action, consideration of strike action and a political campaign.

**The industrial action** (or work to rule), which comprises the implementation of the directives is seen as being a sustainable means of maintaining pressure and it is intended that it will be a long term campaign. ICTU Public Services Committee has committed itself to a 30 month campaign, if necessary; leading up to the next election should the Government run the full course. A variety of opinion in relation to industrial action and the use of strike action were expressed.

## Political Lobbying

Advice was given to the Branch Officers meeting by a political strategist, Pat Montague of Montague Communications, who has worked with a number of unions advising on strategy, on lobbying and on relations with the press. His advice will continue to be available to the Union. A campaign of political lobbying involving the four teacher unions, TUI in conjunction with ASTI, IFUT and INTO, is to commence on Saturday, 6th February, and is being divided up into three phases. This lobbying is being organised on a constituency basis and branch coordinators have been requested to liaise with their counterparts in the other unions.

The importance of a political campaign cannot be overestimated. Lobbying campaigns on behalf of business, the banking sector, ISME and others have been remarkably successful in the past years. Lobbying in this regard is a function of all members of the Union and it is suggested that each member of the Union would contact TDs in the constituency in which they live on a schedule to be circulated. Lobbying should only be done in the constituency in which one lives and therefore votes. The essential message to be conveyed is that the cuts and the changes in the education system and in the pension system are very damaging and will not be supported and those elected representatives who continue to support such policies will not be supported.

In opening the Branch Officers' conference, TUI President, Don Ryan, said that it would be an indictment of the membership of TUI and of Public Service workers if the same Government which introduced education cuts, pay cuts and

devastated the public service pension was returned to office following the next election. It is a matter for TUI members to target and punish those who support the anti-worker programmes currently in operation.

The Branch Officers' conference also addressed the pay talks and sought to clarify much confusion which has arisen as a result of misleading emails which have been circulated. The clarification given to this meeting was as provided to branches before Christmas by way of two letters from the General Secretary and as set out in the recent TUI News Special on the budget and its aftermath.

## Special Congress

Many delegates at the Branch Officers' conference called for a Special Congress. However, it was pointed out that the Executive cannot under rule call a Special Congress without giving eight weeks notice. If the Executive Committee was to call a Special Congress at its next scheduled meeting, it would take place the week after Easter which is the week in which Annual Congress is taking place.

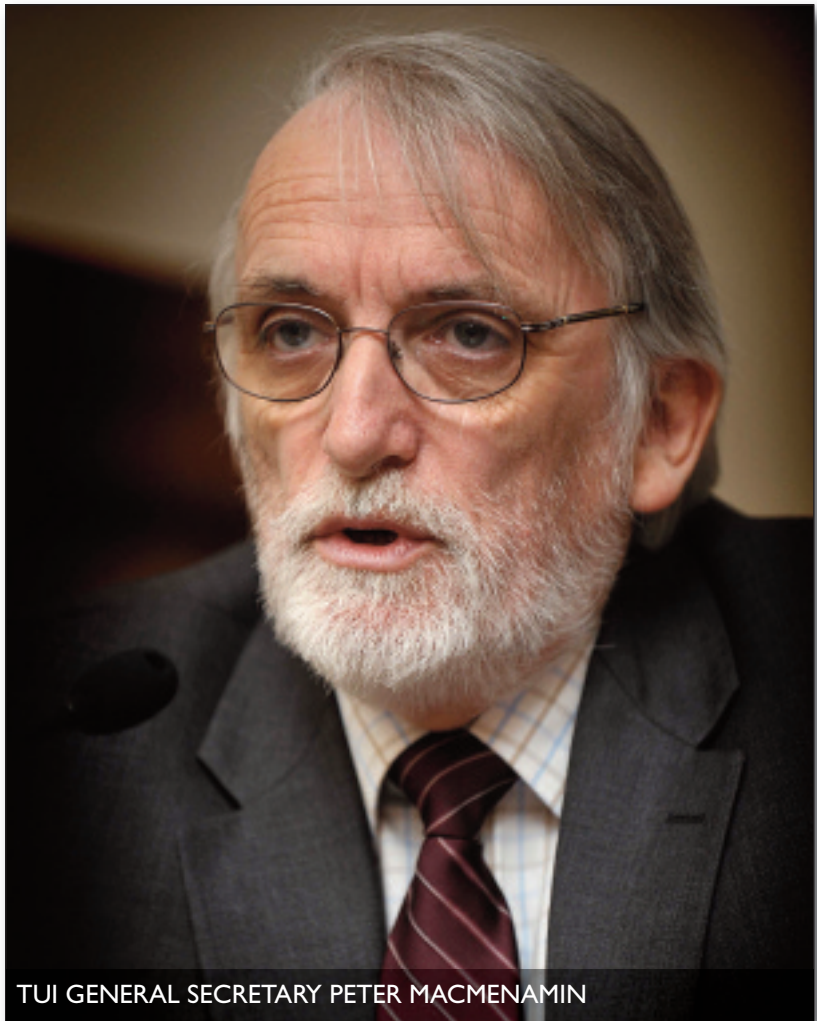
It was suggested as an alternative that a significant period of time be given at Annual Congress to address all of the issues which branches wish to raise. This utilisation of Congress time would be as effective as a Special Congress and would be able to make any decision which a Special Congress could make without going to the considerable additional expense of convening a Special Congress.

## Implementation of Union Directives

A number of queries have been received in Head Office regarding the industrial action and what has been described elsewhere as a work to rule. A number of different terms can be used for what is in effect the same thing. A work to rule is a form of industrial action and this industrial action is being carried out by TUI through the issue of a number of directives. These directives vary from Second Level to Further Education to Third Level and the appropriate directives have been issued to all schools and colleges. They have, in addition, been set out in the TUI News Special issued some weeks ago in the aftermath of the budget. Additional directives will be issued over the coming weeks in line with the Public Service Committee's decision to escalate action over time.

In order to carry out industrial action it is necessary, under current legislation and under the current rules of TUI, to ballot those members taking the action and to give appropriate notice from the Executive Committee. If these procedures are complied with, the Union and those taking the industrial action have immunities against prosecution granted under the provisions of the Industrial Relations Act. If the procedures are not followed, then there are no such immunities and individuals or the Union can be open to legal action. The necessary balloting in respect of national directives has taken place in November 2009.

Some branches have expressed the desire to engage in different or additional forms of industrial action to that as issued by the



TUI GENERAL SECRETARY PETER MACMENAMIN

Executive Committee. The directives, as issued by the Executive Committee, are mandatory to all and branches cannot secure derogations. However, if branches wish to take additional forms of industrial action then once these are properly balloted by all of the members anticipated to take the action and submitted in accordance with proper procedure to the Executive Committee for sanction, such industrial action can be sanctioned and can be issued by the Executive Committee. No industrial action can be served by branches. The reason for this is as set out above, i.e. the absence of immunities conveyed by the Industrial Relations Act.

## Sanction of Members Who Breach Directives

As stated, adherence to the directives is mandatory to all. The breach of a directive is regarded by the Executive

Committee as unworthy conduct. Consequently, any member breaching a directive is liable to a charge of unworthy conduct. Such charge must be made by the branch in the first instance under the provisions of the rules of the Union. The charge will then be investigated and will be adjudicated on by the Executive Committee.

The Executive Committee has also decided that inducing a member or seeking to force a member to adhere to a directive is in itself unworthy conduct. Accordingly, any member putting undue pressure on a colleague to breach a directive can also be charged with unworthy conduct.

**Peter MacMenamin,  
General Secretary,  
February 2010**



## Review of TUI Structures

A resolution of Congress 2009 instructed the Executive Committee to establish a sub-committee to examine the current structures of the Union with a view to modernising them and to make them more effective and responsive to the needs of the members. The Executive Committee established this sub-committee which became known as the Structures Review Group (SRG). The SRG commenced its work by posting an online questionnaire which was completed by over 600 members. The SRG thanks all of those members and wishes to congratulate Fiona Butler of the Dublin City Post-Primary Branch who was the winner of a draw for a laptop conducted amongst all of those who completed the online questionnaire. The Vice-President and Chair of the SRG, Bernie Ruane, presented Fiona with her laptop in TUI Head Office recently.

The SRG has now completed its work having engaged the services of Martin Duffy as the external expert referred to in the Congress motion. Martin facilitated the process and has done much of the work in preparing the final document which goes to the Executive Committee and which it is hoped will be circulated to branches prior to Congress. The intention is to present this document to Congress 2010 as required by the decision of Congress 2009. It is hoped that following Congress 2010 many of the recommendations of the SRG will be put into place by the Executive Committee.

The overall intention is to improve the Union in terms of its structures and processes, to use modern communication techniques, to convey information to members in relation to Union policy and also to receive the views of members on a range of issues.



Winner of TUI structures review laptop draw Finola Butler presented with her award by TUI General Secretary Peter MacMenamin and Vice-President Bernie Ruane

## TUI Executive member Íde Ni Fhaoláin appointed to HETAC

Íde Ní Fhaoláin has recently been appointed as a representative of ICTU to the Board of the Higher Education and Training Awards Council (HETAC) by the Minister for Education and Science, Batt O’Keeffe TD. Íde is a current member of the National Executive of the TUI and is the Area Representative for three Institutes of Technology - GMIT, LIT and IT Tralee. She is a lecturer in the Department of Life Sciences in GMIT and teaches Biochemistry and Biopharmaceutical Science. In addition, she has served two terms of office on the Governing Body of GMIT and on its Academic Council and has also been a long-standing TUI representative in GMIT.



HETAC is the qualifications awarding body for all degrees in the Institute of Technology sector, up to and including PhD level. It sets standards, accredits programmes, awards qualifications, ensures objective quality assurance processes are in place and delivers a quality improvement service to registered educational providers.

The term of office of the current board is due to terminate in December 2011. However, it has been stated by the Government that it intends to merge the various third-level awarding bodies i.e. HETAC, FETAC, NQAI and Irish Universities Quality Board, to form a new single body which will then validate and accredit all third-level degrees and awards in Ireland. This will change the nature of the representation currently in place but it is desirable that the ICTU representation should continue. Efforts will be made to ensure participation on this new body, which is due to be established in the coming year.

# TUI Congress 2010 - Ennis

Annual Congress 2010 takes place in The West County Hotel, Ennis between Tuesday, 6th and Thursday, 8th April 2010. Check the website ([www.tui.ie](http://www.tui.ie)) for Preliminary Agenda and other updates.



Congress Organising Committee  
Back row, l-r: Brian Crossan, Noel Cronin, Íde Ní Fhaoláin, Hilary O' Byrne, John O' Donoghue, Mike Scanlon, Cait Leyne, Michael McNulty, Sheila McNamara  
Front row, l-r: Joseph Forde, Michael Gillespie, Noel Spittle, Carmel Ronan, Maura Carroll, Bernie Ruane. Not pictured: Daithi Sims, Tim O' Meara

## ANNUAL ELECTIONS

### VICE-PRESIDENT

There are two candidates for the position of Vice-President

**Tom Creedon**, Waterford City Branch

**Denis Magner**, Co. Offaly Branch

An election is being held.

### AREA REPRESENTATIVES

The following have been elected unopposed as Area Representatives from Annual Congress 2010

**Area 1** Wicklow, Kildare, Laois and Carlow

**Gerry Quinn**,  
Co. Laois Branch

**Area 3** Cavan, Monaghan, Louth and Meath

**Ciaran O'Donnell**,  
Co. Louth Branch

**Area 5** Tipperary N.R., Clare and Limerick City

**Brian Crossan**,  
Co. Clare Branch

**Area 7** Kerry, Limerick County

**Dan Joe Cahill**,  
Co. Kerry Branch

**Area 9** Cork City and Cork County

**Fergal McCarthy**,  
Co. Cork Branch

**Area 11** Galway City, Galway County and Mayo

**Tony Rushe**,  
Co. Galway Branch

**Area 13** Community & Comprehensive Schools in Counties Cavan,

Dublin, Kildare, Louth, Meath, Monaghan, Wicklow.

**Mick Glynn**,  
Dublin C&C Branch

**Area 15** Third Level Colleges – Dublin (excluding City), Louth, Monaghan, Cavan, Meath, Kildare, Offaly, Laois, Wicklow, Carlow, Kilkenny, Wexford

**Kevin Farrell**,  
IT Blanchardstown Branch

**Area 17** Third Level Colleges – Cork, Tipperary and Waterford

**Gillian Quinlan**,  
Cork Colleges Branch

**Area 19** Third Level Colleges – Kerry, Limerick, Clare, Galway, Mayo

**Íde Ni Fhaolain**,  
Galway-Mayo IT Branch.

### SECURITY FUND COMMITTEE

There are two candidates for the position on the Security Fund Committee

**Bernard Doherty**,  
Co. Donegal Branch

**David Kingston**,  
Co. Cork Branch

An election is being held.

### NOTE:

Failure to complete the back of the Ballot envelope in 3 places will render your vote void.



## Congress Crèche

A Crèche under professional supervision will be provided at Congress 2010 in the West County Hotel.

Children up to 10 years of age may avail of the Crèche.

Copies of the Crèche Form are available from:

Sheila MacNamara,  
St. John Bosco Community College, Kildysart, Co. Clare  
Mobile: 087 629 3892

Work: 065 683 2300

Email:

[sheilamacnamara@hotmail.com](mailto:sheilamacnamara@hotmail.com)

Copies of the form are also on the TUI website – [www.tui.ie](http://www.tui.ie)

Completed forms should be returned to Sheila before **Friday, 26th February, 2010**. Please note that due to HSE regulations there are a limited number of places in the Crèche. Early booking is strongly advised.



Lord David Puttnam

**“A world-class education system will, over time, deliver a world-class health service – the reverse can never be possible.”**

Education spending should account for a minimum of 7% of GDP, a widely respected educationalist has claimed. Ireland currently invests 4.7% of its GDP in the sector. Speaking at the Institute of International and European Affairs, Lord David Puttnam said that the physical infrastructure of many schools in Ireland “should be a cause for national shame.”

He argued that digital technology – mobile phones, the internet or video games – had fundamentally reshaped the way in which young people connect with, engage with and make sense of society.

“Rightly or wrongly,” he said, “these same young people expect an entirely new form of relationship with the world around them, one that doesn’t simply rely on accessing information but on creating new knowledge, new products and new resources.”

However, this blizzard of information also makes the need for teachers more crucial than ever in helping students separate the grain from the chaff. He warned that while the internet has widened access to communication, the loudest voice often drowns out the most reasonable online.

None of these technological developments should negate the fundamental need to focus on those reading, writing and mathematical skills “which remain at the heart of being able to present oneself as a functioning and informed citizen in an increasingly competitive globalised society. At the same time the educational establishment at every level has to take on board a whole set of fundamental truths about the way in which those expectations of young people have changed.”

A resident of Skibbereen, Co Cork, Lord Puttnam is a retired film producer, Open University chancellor and a British Labour Party peer. He is

currently serving on the Government’s Digital Content Task Force.

Lord Puttnam praised the “courage and foresight” of Donogh O’Malley in laying the foundations for a strong public focus on education. “His tragic early death was another in Ireland’s history of all too often losing the best of its leaders before they’re able to complete the goals they’ve set themselves. But it was largely thanks to his imagination that this country was able to take a lead in encouraging its young people to embrace what at the time was not just new, but largely untried technology.”

He argued that these early successes were insufficiently built on and serious commitment at Government level is now essential to make up lost ground. “A minimum of seven per cent of total GDP is the figure the Government should set and hold to – all other areas of public expenditure, including health, must be allocated by the Cabinet in such a way as to make that figure as quickly achievable as possible.”

“A world-class education system will, over time, deliver a world-class health service – the reverse can never be possible.

The physical infrastructure of many of the primary and secondary schools in Ireland should be a cause for national shame. Choices were made to spend billions of euros on buildings in the private and public sector that now lie either empty, under-used, or simply not needed,” he said.

“It’s my personal view that had some fraction of that sum been committed to refurbishing the quality of the schools and classrooms in this country, the nation would be far better placed to dig itself out of the hole that all that accumulated debt and waste has helped create.”

Lord Puttnam spent thirty years as an independent film producer. His many award winning films include *The Mission*, *the Killing Fields*, *Local Hero*, *Chariots of Fire*, *Midnight Express*, *Bugsy Malone*, and *the Memphis Belle*. He retired from film production in 1998 and now focuses on his work in education and the environment.

## Know your “Friends”

The following parliamentary questions were put down in the name of Fine Gael TD Leo Varadkar. It is understood that a similar question was put down in the name of Fine Gael TD Brian Hayes.

It is difficult to see a motive for such questions other than one hostile to the interests of unions and by extension the pay and conditions of members.

### To the Minister for Education and Science

To ask the Minister for Education and Science the value of the union subscriptions collected from the payroll by the Government from teachers and other employees of his Department in any given year; the breakdown of such by union or staff association; and if he will make a statement on the matter.

- Leo Varadkar.

### To the Minister for Education and Science

To ask the Minister for Education and Science the number of days taken off for trade union leave by teachers and other education professionals in 2007, 2008 and 2009; and if he will make a statement on the matter.

- Leo Varadkar.



# Further Education; Developing New National Awards and Standards

- **Significant developments are underway**
- **Keep informed on which awards are under development by checking the FETAC website on a regular basis**
- **Send your observations to your TUI Area Representative or the Education and Research Officer promptly**

In the December 2009 edition of the TUI News your attention was drawn to work underway in relation to the development of new national awards in further education programmes. In time new awards and standards will replace existing awards and will become the reference point for providers of further education irrespective of the context or setting in which a programme of learning is delivered. It is therefore important for the TUI and its members to engage in the consultative process at as many levels as possible.

The development of new awards which will articulate the national standards associated with an award at a particular level (FETAC Level 1-6) is progressing in two ways:

1. **Migration of existing awards**
2. **Development of new awards (not previously available).**

Whichever of these processes apply, each draft new award and associated standards will be forwarded to the Standards Authority (a representative advisory national board on which the trade union movement is represented through ICTU) where it is considered before being forwarded to the FETAC Council for approval. Irrespective of which process applies to the development of a specific award, national guidelines indicate that those leading the process should consult widely and include appropriate stakeholders and experts. This does not provide for direct participation by the TUI in the associated Standards Development Group (SDG) or task group. Given the involvement of TUI members in the provision of further education programmes, across a wide range of awards at all levels, the union will pursue this issue with the Department of Education and Science, the IVEA and FETAC. In the meantime FETAC will be continuing to invite all interested parties to provide feedback at critical stages of development and the TUI will participate as relevant.

## Development of advisory panels

To this end, in a similar fashion as applies to curriculum development in post-

primary education the union wishes to identify a number of people to act as advisors in each field of learning (discipline/subject area). This could involve up to ten people in each grouping depending on the range of awards involved see list 'Classification of Fields of Learning'. It is envisaged that members from each group would share their views between themselves and with head office personnel to support the TUI engagement in the consultative process. It is likely that people would be drawn for each grouping to attend national consultation events or participate in appropriate working groups.

As a starting point members are invited to express an interest using the form included (see also the web at [www.tui.ie](http://www.tui.ie)). Branches should be asked to endorse the expression of interest after which the relevant internal TUI subcommittee of the union will make a recommendation to the Executive Committee.

The perspective of individual members will also be valued and contributions from as many as possible are important. Visit the FETAC website to see the awards under development as they will be posted on a regular basis and send any concerns and ideas you have to your Area Representative or Head Office for the attention of the Education and Research Officer.

## Migration of existing awards

Migration refers to the conversion of existing awards (developed by a number of awarding bodies in the past) into new awards. In this case FETAC or a current awarding body (e.g. FÁS, IVEA) leads the work and conducts preliminary work based on all existing awards within a broad discipline area. The IVEA is leading the migration process for some existing awards and has set up ad hoc task groups drawing on local subject experts to support the process.

At the appropriate stage in development an initial consultation document is placed on the FETAC web for comments by interested parties. For example draft documents on level 5 and 6 Business Awards and a number of level 3 Major Awards were on the web for comment towards the end of 2009. Draft documents on level 4 Major Awards and level 5 and 6 Information Technology awards are on the web since December with the consultation period open to end of January 2010. Comments the TUI make will be based on feedback from members and will be placed on the TUI website for a limited period.

Following this initial feedback FETAC organise a general consultation event to enable interested parties to tease out ideas and issues in a group forum. These events are attended by a good number of experts/agencies including representatives from the TUI. While they are not decision making in nature they inform the follow on drafts of the awards and standards.

## Development of new awards (not previously available)

Currently there is not as much activity in the area of developing completely new awards as in the migration of existing awards. The level of activity in the future will be determined by identified gaps in the range of awards available and is likely to be driven by labour market directions or wider societal needs.

In areas where awards are not now available a provider or group of providers can propose to develop a new award. A Standards Development Group (SDG) is formed to assist and inform the development of the new award and standards associated with the different levels (FETAC Levels 1-6). It is envisaged that the SDG will be led by and/or include significant involvement of nationally funded bodies or industry/sectoral interests e.g. (IVEA, a VEC, Fáilte Ireland, a Business Group or a private training agency). A SDG must register with FETAC and sign a memorandum of understanding with FETAC that underpins its work. In addition it must include expertise from industry/sector; further/higher education and training providers; statutory/lead Body and subject matter expertise.

As with the migration of existing awards when appropriate a consultation document will be placed on the FETAC web for general comment and a consultation event may also be organised to enable a wide range of interested parties to contribute.

# Classifications of Fields of Learning for Developing FETAC Awards/Standards

Field	Sub- Fields	Domains (For Illustrative Purpose only)
<b>Business &amp; Administration</b> (Referenced to ISCED* 3)	<b>Business</b>  <b>Administration</b>	Retail, Finance, Sales, Management, Supervisory Studies, Law, Marketing  Secretarial, ICT, Office Skills, Administration Skills
<b>Agriculture, Science &amp; Computing</b> (Referenced to ISCED* 4 & 6)	<b>Agriculture</b>  <b>Science</b>  <b>Computing</b>	Agriculture, Horticulture, Animal Husbandry, Plant Husbandry, Aquaculture, Equitation, Fisheries, Forestry  Applied Sciences, Natural Sciences  Software & Hardware, Programming, Systems & Networks, Web Design
<b>Construction/Built Environment</b> (Referenced to ISCED* 5)	<b>Planning/Design</b>  <b>Housing – Commercial/Industrial Construction</b>  <b>Civil Engineering</b>  <b>Restoration/Heritage</b>	Architectural Technicians,  Construction Trades - Brick work, Building, Painting/Decorating, Tiling, Carpentry & Woodwork, Plumbing, Plastering; Technical Operatives, Site Management; Construction Administration,  Civil works, Road Construction; Plant Operators, Technicians  Heritage Craft Skills; Technicians
<b>Engineering &amp; Manufacturing</b> (Referenced to ISCED* 5)	<b>Engineering</b>  <b>Manufacturing &amp; Processing</b>	Electrical, Electronics, Mechanics & Mechanical, Refrigeration, Aircraft, Electromechanical, Gas Fitting, Installation & Servicing  Manufacturing Operations, Food & Dairy Processing, Textiles & Footwear Manufacturing
<b>Education, Health &amp; Welfare</b> (Referenced to ISCED* 1, 7 & Health & Safety (ISCED* 8))	<b>Education/Training</b>  <b>Health and Welfare</b>	Training the Trainer, CPD, Childcare, Community Care, Youth Work, Social Work  Holistic/Complementary Therapies, Nursing Studies, Health Care Support
<b>Tourism, Hospitality &amp; Sports</b> (Referenced to ISCED* 8)	<b>Tourism</b>  <b>Hospitality</b>  <b>Sports and Recreation</b>	Travel & Tourism, Travel Services, Tourism Studies  Hotel & Restaurant, Catering, Bar work, Customer Care, HACCP, Food Safety, Food Safety Management  Sport & Recreation, Water Sports & Water Safety, Volleyball, Athletics, Badminton, Basketball
<b>Services</b> (Referenced to ISCED* 8)	<b>Personal Services</b>  <b>Logistics and Transport Services</b>  <b>Security Services</b>	Hairdressing, Beauty Therapies,  Warehousing, Transport, Distribution, Logistics, Freight Forwarding  Door Security, commercial security
<b>Core Skills, Languages &amp; General Studies</b> (Referenced to ISCED* 0, Humanities, including Languages, from ISCED* 2)	<b>Core Skills</b>  <b>Languages</b>  <b>General Studies</b>	Communication, Literacy, Numeracy, ICT, e-literacy Life Skills, Preparation for Work, Health and Safety  Skills & Studies in Languages  Cultural Studies, European Studies, History, Humanity Disciplines
<b>Arts, Crafts &amp; Media</b> (Referenced to ISCED* 2 (excluding Humanities))	<b>Visual &amp; Performing Arts</b>  <b>Creative Arts &amp; Crafts</b>  <b>Media</b>	Music, Drama, Theatre Production,  Creative Arts, Wood Crafts, Design, Metal Crafts, Glass Crafts, Textiles, Tailoring  Photography, TV & Film Production, Printing & Publishing

\* ISCED is the International Standard Classification in Education



**TEACHERS' UNION OF IRELAND**

**Expression of Interest: FETAC Awards and Standards**

*(This form and supporting details can also be downloaded from the website – <http://www.tui.ie>)*

1. Name:	2a. TUI Branch: 2b. What year did you join TUI?
3a. School Address:	3b. Home Address:
4a. School/Centre Telephone:	5a. Personal Telephone Number:
4b. School? Centre Fax Number:	5b. E-Mail Address:

6. Indicate the following using the accompanying list on the Classifications of Fields of Learning for Developing FETAC Awards/Standards

- 6a. Field(s) of Learning in which you are interested:
- 6b. Sub- field(s) of learning in which you are interested:
- 6c. Domain(s) of Learning in which you are interested:

*\*\*Please note – while the terminology field/sub-field and domain of learning is used in this form the term subject area is also used where more suitable.*

7. How many years teaching experience have you in the field of learning indicated at 6a	No. of Years: _____	No. of Years: _____	
8. Are you currently teaching in the field of learning indicated at 6b	Yes: _____	No: _____ <i>(please tick as appropriate)</i>	
9. What award levels have you taught at - including all teaching experience	Level 1- 2 _____	Level 3- 4 _____	Level 5-6 _____ <i>(please tick as appropriate)</i>

10. If you are not currently teaching the subject area (field of learning) please give further detail on your knowledge of and involvement in the subject area, curriculum development and assessment processes.

11. Indicate the qualification/ experience you have in the relevant area including teaching qualifications where applicable: (e.g. Bachelor of Education, Primary Degree in subject; Higher Diploma; Experience of working in industry/business/community sector.)

12. Outline experience as an external examiner for Awarding Bodies (City and Guilds, BTEC, FETAC etc if appropriate): (please note that while this experience will be valuable it is not essential)

13. Indicate involvement in TUI activity to date: (e.g. activity at school or branch level, representing TUI on committees)

Any other relevant information in support of your nomination: (e.g. involvement in subject association)

All expressions of interest will be considered by the relevant Sub-Committee of TUI before referral to the Executive Committee. Expert groupings agreed at this will be reviewed after 3 years. In signing below an applicant is understood to be making a commitment to inform and advance TUI policies at all times.

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_  
 Branch Endorsement  
 Signature of Branch Secretary: \_\_\_\_\_  
 Date of Branch Meeting/ Branch Committee Meeting: \_\_\_\_\_

## Joint TUI/ASTI Curriculum and Assessment Seminar Rescheduled for Saturday 27th February.

The seminar will consider the following important issues:

- Review of the Junior Cycle
- Project Maths
- Science Second Assessment Component
- Assessment of Irish in State Examinations

Conference will be of interest to all union representatives on NCCA committees, members involved in NCCA Maths and Science School Networks.

We regret any inconvenience caused by the change of date. Deferral was necessary to avoid overlap with a branch officers' conference which had been organised for the 30th January to consider and develop a strategy in relation to issues emerging from the budget last December.

We hope to see you at this important event on Saturday 27th February. See below revised booking form also available on the web.

### Joint ASTI and TUI Curriculum and Assessment Seminar, 27th February 2010

ASTI Head Office, Winetavern Street,  
(Christ Church area), Dublin 8.

## BOOKING FORM

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

School: \_\_\_\_\_

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

\_\_\_\_\_

\_\_\_\_\_

NCCA Committee \_\_\_\_\_

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

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

Phone/Mobile Number: \_\_\_\_\_

Please return either by post to TUI Head Office, 73 Orwell Road, Rathgar, Dublin 6 or by email to [showard@tui.ie](mailto:showard@tui.ie)

## 'The School' A Review

by Áine Lawlor, CEO of The Teaching Council

I have long held the belief that there is a lack of awareness in the public arena of the complexity of teaching. I say this as a teacher of forty years standing, many of those years as a school principal, some as co-ordinator of a national programme of in-service for teachers and currently as CEO of the Teaching Council. In the interests of promoting teaching as a profession, I have wished for, and spoken about, the need for an exposé of school life showing the breadth and depth of the knowledge, skills and competence, experience and expertise, care and dedication of teachers. I believe my wish may be fulfilled in RTE's recent documentary series, *The School*.

Like most schools, St. Peter's College in Dunboyne, Co. Meath is a busy, dynamic and complex setting which faces a range of challenges on a daily basis. The series showed the work of staff in meeting those challenges. The commitment of teachers was evident throughout the programmes and this is consistent with the core values of teaching such as respect, care, and commitment which are central to the profession and are set out in the Teaching Council's Codes of Professional Conduct for Teachers.

The teachers' commitment to student learning was evident and, wearing a parent's hat, I was particularly happy that teachers motivated their students by communicating achievable expectations for them and by celebrating their efforts. A holistic vision of education is central to a teacher's work and greatly adds to the complexity of the role. I welcomed seeing teachers working effectively with each other and with other professionals such as school chaplains and guidance counsellors, for the benefit of their students. Similarly, the relationship with parents was also highlighted, and we saw teachers actively communicating and collaborating with them. Above all, it was reassuring that the relationship between teachers and their students was centre-stage in the series as this is at the heart of teaching. The quality of the relationship was obvious in the ease with which students could approach their teachers to "ambush" them with a camera or seek assistance in dealing with a problem. It was also highlighted by the good-humoured banter between teachers and their students and in the fun learning environment created by the music teacher during rehearsals.

Challenging behaviour is a feature of school life and I welcome the fact that this aspect of teachers' work was addressed. The amount of coverage which disciplinary issues received in the programme could be questioned, in particular the disproportionate focus on uniform policy. Similarly, the wisdom of revealing the identity of students experiencing problems could be questioned. On the other hand, it could be argued that these students are to be admired and thanked for allowing us the privilege of seeing how they coped positively with problems.

It is difficult for a documentary series to capture the complexity of school life and teachers' work but, in my opinion, *The School* has made a good start.

*This review was submitted by the Teaching Council and does not necessarily represent the views of the TUI*

## NCSE Research Report

International Review of the Literature of Evidence of Best Practice Provision in the Education of Persons with Autistic Spectrum Disorders was published on the NCSE website recently. The report may be of interest to some members working with children/young people with Autistic Disorders.



# eircom Junior Spider Awards

On Friday, 18th December 2009 the winners of the inaugural eircom Junior Spider Awards were announced at a reception, hosted by RTE's Aidan Power. The Awards were created to recognise and reward Ireland's most talented and innovative users of the Internet in primary and post primary schools.

Students competed across a number of different categories including: Best educational website, Best website design (including blogs, podcasts and social networks), Best web application, Best concept and a "Watch your Space" category.

There was a very strong response to the Awards and the Judging Panel was impressed with the ingenuity and creativeness of all the entries and particularly the clever ways in which all of the students use the Internet in their everyday school life.

Well done to Daniel Flynn, a student at Dunshaughlin Community College, who was the winner of the Best Web Design



Cathal Magee, Managing Director, eircom Retail, Daniel Flynn, Grand Prix Winner, Padraig Browne, Principal Dunshaughlin Community College, Aidan Power

and Functionality and also the Grand Prix with his amazing site full of tech tips [www.danwantstech.com](http://www.danwantstech.com). It's well worth a look by students and teachers. Take a look at the Junior Spiders Channel, which includes footage of all the winners' websites.

[www.youtube.com/juniorspiderawards](http://www.youtube.com/juniorspiderawards)

Award categories for the competition in

2010 will be announced shortly. The closing date for entries will be November 2010. Check back to the website [www.junior spiders.ie](http://www.junior spiders.ie). (currently being updated to have a funky new look) for updates.

TUI is one of the many educational and business organisations that sponsor this initiative.

## European Language Label Awards 2009 and 2010

*English Language Support Programme (Trinity Immigration Initiative) wins Léargas European Language Label 2009*

The award went to Trinity Immigration Initiative for materials and resources it developed under the English Language Support Programme. The resources – all of which are free for download - are based on specific topics of the post-primary curriculum and provide transparent access to relevant areas of language learning. They make a clear connection between English language learning and the challenges of the subject classroom.

The materials and resources are available on the website at [www.elsp.ie](http://www.elsp.ie) and the sample CD was distributed to all schools. These also contain a copy of the recent report "English Language Support in Irish Post-Primary Schools - Policy, challenges and deficits".

The English Language Support Programme will continue until the autumn of 2010, and during that time it will seek to alleviate the burden of language support, resource and subject teachers by substantial elaboration of the website that has been live since March 2009. This already offers a large selection of language learning materials and activities directly related to curriculum subjects and designed to be used equally in language support and

curriculum subject classrooms. The materials are transversal as they have the potential to be used by mainstream subject and resource teachers as well as language support teachers and students and the feedback from resource and SEN teachers is favourable.

### European Language Label Award 2010

#### Teaching and Learning

The European Language Label recognises creative and inventive ways to improve the quality of language teaching and learning. Schools, colleges, universities, businesses and other institutions engaged in language initiatives are invited to apply. Applications should be innovative, effective and replicable.

The priorities for 2010 are:

- Language Learning in the Community
- Language Skills for Work
- Languages and the Arts

These priorities are not exclusive and

applications from all kinds of language projects will be welcome.

#### Language Ambassador of the Year

2010 has been designated the European Year for Combating Poverty and Social Exclusion. Language learning is a powerful tool for building an inclusive multicultural society. It develops an awareness of cultural diversity and an understanding of different values and beliefs.

The purpose of this award is to recognise the achievements of those individuals involved in the teaching and promotion of languages from any sector. Examples could include – a person who encourages language learning within their community, or someone who creates awareness of other languages in society.

**Closing date for applications for both awards is 31 March 2010**

**For further information contact:**

Nellie Tattersall, Léargas, 189 Parnell Street, Dublin 1 Tel: (01) 873 1411

Email: [languages@leargas.ie](mailto:languages@leargas.ie) Web: [www.leargas.ie/ell](http://www.leargas.ie/ell)

# TUI in the media

*A small sample of recent TUI related coverage in the national media.*

*Full details available on [www.tui.ie](http://www.tui.ie)*

## **Hardship experienced by part time teachers - 4FM's Lunchtime show** 6th November 2009

Ahead of regional protests by union members, TUI General Secretary discusses hardship being experienced by part-time teachers on 4FM's lunchtime show

## **Teachers vote by huge majority to join public sector strike -** 13th November 2009

TUI General Secretary appears on RTÉ TV news, Radio 1's Drivetime and Today FM's Last Word programmes outlining the anger felt by members.

## **Strike Day - 24th November 2009**

Picketing TUI members interviewed on Radio 1's Morning Ireland. TUI members also featured on RTE 1's 6 and 9 o' clock news bulletins, along with an interview with TUI General Secretary Peter MacMenamin. TV3 interviewed TUI Assistant General Secretary John O' Reilly. TUI picketers and comment also featured in Irish Examiner, Irish Times and Irish Independent.

## **Morning Ireland, 2nd December, 2009**

TUI General Secretary speaks on the trade union movement's decision to defer strike and current talks with Government.

## **Industrial action now inevitable -** Irish Times - 5th December, 2009

Industrial action appears inevitable after the breakdown of the talks process yesterday, the Teachers' Union of Ireland warned last night.

TUI general secretary Peter MacMenamin said the talks collapsed after the Government rejected a possible workable situation for all parties.

"However, the Government did not have the moral courage to proceed and social partnership now lies dead on the floor of Government Buildings.

"Any agreement would have been put before members in a ballot.

"Unfortunately, it seems there is now the inevitability of a further pay cut for public servants and subsequent industrial strife."

## **Audit finds schools are using restrictive admissions policies -** Irish Times - 8th December 2009

Last night, Peter MacMenamin, general secretary of the Teachers' Union of Ireland, said the new list showed how some schools were "doubly selecting". "They are positively selecting those students they want and at the same time refusing to accept any student with difficulties, such as would require special needs assistance." "Some schools portray this with the soft touch of suggesting that special needs students would do better in another school. This is nothing more than a continuation of a vicious form of educational apartheid designed to maintain a class-ridden society," he said.

## **Reforms are off the table, says union -**

**Irish Examiner, 9th December 2009**

The Teachers' Union of Ireland (TUI) has rejected Education Minister Batt O'Keeffe's suggestion that public service reforms which were close to being agreed last week could form the basis of further negotiations with unions next year. "Now that the deal has been withdrawn by Mr O'Keeffe's government and the strong likelihood of a direct pay cut in the budget remains, all bets are off. Such issues will no longer be considered by the TUI while this situation remains," the TUI leader said.

## **Budget Reaction**

**9th/10th December 2009**

TUI budget reaction on RTE television news and all major newspapers. TUI describes it as 'a declaration of war on public service.'

## **Discussions on school reform are over, unions tell O' Keeffe -**

**Irish Independent 11th December 2009**

The four unions said yesterday that the Government had its chance to talk last week but spurned the opportunity. "Those talks are over. They will not be restarted," said a spokesperson.

## **Teachers should not make up lost hours outside class -**

**Sunday Tribune 17th January 2010**

TUI general secretary Peter MacMenamin told the Sunday Tribune his union "fully expects that teachers will complete the curriculum during normal timetabled classes over the remainder of the school year. We firmly believe that they should not be expected to 'make up' classes missed as a result of the weather outside of school time. We will be advising members of this position and they will be fully supported by the union."

**Morning Ireland 18th January 2010**

General Secretary outlines why teachers should not be expected to make up classes lost to severe weather conditions outside of school time.

## **DCPP branch succeeds with claims**

The Dublin City Post Primary of the TUI recently secured two major concessions from the City of Dublin VEC following the conclusion of intense and protracted negotiations which began last summer.

The first issue relates to the payment of a full-time salary to teachers on contracts of indefinite duration who are on 18 hours or more and have indicated a willingness to work 22 hours. Retrospection for this will be dated back to 1st September 2009. It is expected that around 30 teachers will benefit from this. The provision was originally set out in Circular Letter 11/2009.

The second issue relates to a moratorium on the payment of arrears to those teachers deemed qualified under Circular Letter 32/92. The branch was again successful in its claim and arrears will now be processed. More than 20 teachers will benefit.

Branch chair Ben Bishop said the successes show that even in the current climate, branches remain in a strong position to protect their members' conditions of service at a local level.



# Consideration of Congress resolutions

## Update on motions passed at Congress 2009

### A. ADULT EDUCATION

#### 1. Executive Committee

Congress notes the respective roles in the areas of education and of training of the Department of Education and Science and of FAS. Congress also notes the sometimes fine distinction between the terms education and training and that in the area of adult, continuing and further/higher education such distinctions can tend to blur.

It is the view of Congress that the Schools, Colleges and Centres in which TUI represents members are ideally placed to play an active and increasing role in the ever increasing demand for up-skilling and of increasing the educational level of the workforce through a variety of Further and Higher Education programs potentially involving TUI members with necessary consultation as appropriate.

It is further the view of Congress that TUI should encourage Government to look at the overlap and possible duplication of effort between activities carried out under the auspices of the Department of Education and Science and FAS; to seek savings in the rationalisation of structures and the elimination of this overlap and to engage in the necessary increase in the level of educational levels of workforce and increase in participation rates in education overall in line with the recommendations of the task force in the Report of the Expert Group on Future Skills Needs.

Resolution sent to ICTU. Meetings held with Ministers and with a variety of bodies e.g. HEA. Public statements issued. Will continue to be pursued.

#### 2. Co. Donegal

Negotiations to take place immediately in relation to the provision of resources for Adult Education Centres for the new work associated with the implementation of the policies and procedures arising from the Quality Assurance agreement with FETAC. Adult

Education Centres were not catered for in the Towards 2016 discussions.

This issue is connected with the PLC Claim referred to under Resolution 128 which has been raised at the TCC.

#### 3. Dun Laoghaire

Congress recognises the contribution Adult Education Services has made to the Irish Economy. Congress therefore instructs the National Executive to negotiate terms and conditions of employment for Directors of Adult Education which would have the post determined as ex-quota with no teaching hours in the day school.

Executive formulating the precise demand which will be sought from the relevant management authorities and then referred as appropriate as a joint union/management claim to the Department of Education and Science

#### 5. Dublin City PP

Congress instructs the Executive to seek legal advice on the potentially discriminatory practice of paying teachers working in VEC night school programmes different rates of pay. Part-time night school teachers, some of whom are TUI members, deserve proper conditions of service and any exploitation of one group of teachers demeans the teaching profession.

Legal advice on the position is clear. Appropriate pay rates pursued by negotiation with management without success as yet. Individual cases being sought with a view to being pursued as test cases.

#### 6. Dublin City PP

Congress instructs the Executive that Circular 46/00 which relates to night school directors be reviewed in its entirety as a matter of great urgency.

Executive to meet with the appropriate representatives to formulate the priorities for the review of the circular sought.

### B. CONDITIONS OF SERVICE – 2ND LEVEL

#### 9. Executive Committee

Congress:

notes that the long-standing TUI directives in relation to class size set the maxima as follows:

- 30 - general subjects, including Physical Education
- 24 - Practical subjects, including Computers/ICT
- 20 - Home Economics

agrees that compliance with the directives is of fundamental importance in protecting members' work conditions and the quality of education provided to students and instructs the Executive Committee to:

- inform all members, including principal teachers, that the directives remain in effect and must be adhered to at all times
- advise members that deviation from the directives must not be entertained and may not be locally agreed at school/centre or scheme level
- require each school/centre to make a return to the Branch before the last Friday of September each year in respect of compliance with the directives in that school/centre
- set out for members the procedure to be followed in the event of a breach of directive.

Directive issued in conjunction with ASTI. Draft guideline prepared, agreed and issued to schools. Enforcement being monitored

#### 14. Co. Cork

Congress instructs the Executive to negotiate with all employers that teachers are provided with professional support, appropriate working environment to teaching and learning, prior to any disciplinary action be taken against a teacher experiencing professional difficulties. Congress further instructs the Executive that demonstrable proof be provided that support and a conducive environment were made available.

Done – incorporated in latest procedures.

**15. Co. Cork**

Congress rejects the notion whereby a Principal would have an inspectorial role over their colleagues.

Done - incorporated in latest procedures.

**11. Executive Committee**

That Congress instructs the Executive Committee that under no circumstances should VECs continue to advertise jobs for ESOL teachers/tutors where pay and conditions are less favourable than the conditions which apply to teachers under Memorandum V7 or where the rates of pay are less favourable than those enjoyed by teachers under Memo V7.

Being dealt with in relation to CDVEC where there is a significant dispute in this regard.

## C. CONDITIONS OF SERVICE – THIRD LEVEL

**44. Dublin Colleges**

Congress notes the following motion passed at Congress 2006 and endorsed at Congress 2007 and 2008:

“Congress agrees that senior academic posts in Institutes of Technology be filled on a rotating basis and instructs the Executive to commence negotiations on a new system for filling senior posts. These negotiations should be completed before Congress 2007.”

Congress notes the failure of the Executive to advance this matter and commence negotiations on this matter and instructs it to do so as a matter of urgency.

Under discussion – these discussions were continuing until IOT management withdrew from constructive engagement on all issues.

**40. Athlone IT (Amended by IT Carlow)**

That Congress instructs the Executive to ensure that lecturers/teachers retain ownership and copyright of all notes and material developed by the lecturer/teacher.

Basic guidelines on Intellectual Property issues being drafted for issue to branches.

**37. Limerick Colleges (Amended by Cork Colleges/IT Carlow)**

Congress instructs the Executive to urgently pursue the claims of internal appointees under LRC 18366 in the interests of equality. That Congress, in light of last year's motion on this issue, now instructs the Executive to ballot our members on industrial action immediately.

Prior to the unilateral suspension of normal operation of the IR Forum by the official side, there had been agreement that:

- the application of LCR 18366 to internal (“non-external”) appointees would be jointly referred to a third party for adjudication
- the matter of the categories of applicant to which the €1,500 is to be paid would be referred to facilitation

Following resumption of the meetings of the IR Forum in autumn 2009 this agreement was re-activated and is being pursued.

## D. CONDITIONS OF SERVICE - GENERAL

**47. Co. Offaly (X2) (Amended by Co. Offaly)**

That the Executive insist that teachers be informed about all files being kept on them by management, including personnel files, and that these files be available for inspection by the teacher concerned upon request and that the teacher may be accompanied by a person of their choice.

Being pursued with management bodies. Provisions of relevant sections of Data Protection legislation to be prepared to assist in requests in this regard.

**50. Co. Dublin (Amended by Cork Colleges)**

Congress calls on the Executive to negotiate with the DES that any delegate to TUI Congress who is timetabled for Easter Week be accommodated to attend Congress.

Individual cases will be raised with relevant employers as needed.

## E. CUTBACKS

**51. Executive Committee (Amended by IT Carlow/Dublin Colleges)**

TUI Congress condemns unreservedly the education cutbacks at all levels of education as applied by the Government in the name of financial restraint.

These cuts, including

- Loss of teachers (cut in PTR) and lecturers,
- Supervision/substitution in schools
- Reduction in finance for schools, (e.g. loss of Grants for Leaving Certificate Applied, Transition year, Home Economics, Music)
- Reduction in finance for Third Level Colleges (cuts in overall funding)
- Book Grant Scheme in non DEIS designated schools
- Cap on Language Support Teachers in all schools
- School Transport Costs
- Home School Liaison
- Attacks on adult education provision
- The non implementation of the agreed proposals for PLC Colleges
- Funding for Schools Completion programme
- ICT funding (€252 million)

will have a devastatingly adverse effect on the already impoverished education system and will have a disproportionate effect on the marginalised in our society. Congress also notes that the education cuts will damage schools' capacity to foster positive student behaviour, and demands significantly increased resourcing of initiatives aimed at improving student behaviour in second levels schools.

Congress demands from the Government a reversal of the cuts and commits TUI to an ongoing campaign of opposition using such means as are deemed appropriate, including but not limited to:

- Protest action
- Lobbying of politicians and political candidates
- Publicising the effects of the cuts on national and a regional basis
- Non co-operation with work practice changes imposed as cost saving measures
- Engaging with others including the other teacher Unions and other appropriate representative organisations in fighting the cuts.
- Industrial action including work to rule.



Congress further commits TUI that in the event of cuts in the agreed timetabling allowances in the IT Sector, that the branch or branches concerned will immediately conduct a ballot for industrial action.

Congress believes that a well funded education system from pre primary to fourth level is the key to future economic recovery and social progress and calls on all politicians and political candidates to commit to reversal of the cuts and to aspire to a level of public funding for education in the future such as to put Ireland in the top half of OECD countries in terms of investment in education.

Motion carried by ICTU biennial conference as a motion in the name of TUI, now its policy. Continuing attention in conjunction with other teacher unions. This has been the basis of the campaign against the education cuts under the auspices of the "Stand up for Education" campaign, and the PPEF campaign. In addition the parties to Government were lobbied in the lead up to the revised program for Government. Also included was the organising of a national conference on Investing in Education, The revised program for government committed the following –

- (a) grants to subjects/programmes where restored
- (b) an additional 500 teaching posts (primary and post-primary) were allocated over two years
- (c) third level fees would not be introduced for the duration of the current government.

**81. IT Tallaght (Amended by Limerick Colleges)**  
It is the view of Congress that the 1% income levy is an unjust tax. Congress instructs the Executive to campaign for the abolition of the levy.

Put into a pre budget submission in the overall context of a move to widen the tax base and to incorporate levies into the tax code.

**55. Co. Clare**  
Congress rejects the Minister for Education and Science's assertion in the media that no disadvantaged students will suffer due to recent proposed cutbacks in teacher numbers in second level schools. The proposal to withdraw 200 teaching posts for 'Disadvantaged' will certainly impose serious hardship on disadvantaged students in schools throughout the country. Subjects will be lost and class sizes will be

significantly bigger. Congress directs the Executive to highlight these facts in the campaign against the recent savage cutbacks, as the loss of these 'Disadvantaged' posts will have as damaging an effect as the change in the pupil/teacher ratio to a large number of schools.

This is part of the overall anti cuts campaign. See also note under motion 51 re additional teachers approved under the programme for government.

**63. IT Tallaght**  
Congress notes with dismay Ireland's poor ranking among OECD countries in spending on education, both per student and as a percentage of GDP. Congress instructs the Executive to campaign vigorously, with our sister education Unions and other bodies committed to education, for the setting of a national target of being in the top 25% of OECD countries on both measures by 2016. (According to the latest OECD data, the levels of increase required would be about 29% for the first measure and 36% for the second).

Part of overall TUI strategy on spending on education  
One of the specific objectives in the "Stand up for Education" campaign  
Included in TUI motion to ICTU

**61. Dublin City PP**  
Congress instructs the Executive to continue to fight the education cutbacks and take whatever action it deems necessary until conditions prior to the October budget are fully restored.

Part of overall TUI strategy on spending on education.

**85. Co. Donegal**  
That mindful of expenditure excesses indulged in by the Government (inclusive of fifty million Euros worth of rejected and unused computers for voters to register their votes in Dail elections, a million a year for their annual storage bills, for nail-varnish and hair dressing in Florida, the cosmetic bills for the former Taoiseach, the dedicated use of a military maritime reconnaissance Casa aircraft to transport a Minister of the Fianna Fail/PD coalition to Sligo for the opening of a barrister-friend's saloon bar in Leitrim, the hire of spin-doctors to attempt amongst other worthy objectives the alienation of parents from teachers, the hundreds of millions wasted on tribunals, the huge and unnecessary expense of

changing all road signs from miles to kilometer units (much being spent outside the state), the costly production of hundreds of thousands of glossy bound and illustrated booklets covering new policies for the DES and the refusal of Ministers to travel on ordinary airline transport for overseas trips), Congress instruct the Executive to demand the reversal of the Minister for Education autumn 2008 cuts in Education with the provision that if this is not conceded a major Media and Union campaign will ensue.

Part of overall TUI strategy on spending on education.

**58. Co. Laois**  
That this Congress condemns the Government's inequitable and unjust education cutbacks and directs the Executive to take the following course of action:

- (a) To broaden the alliances in education to include high profile people in all walks of life to assist in the campaign against the cutbacks.
- (b) To withdraw TUI members from all involvement in non-contractual services immediately until the cuts are reversed.

Part (a)

- High profile interviews done for TUI News
- Part of overall strategy to be developed through the "Stand up for Education" campaign

Counsel advice available on part (b) which says that the union does not have this power to direct. Other means of proceeding with part (b) being considered.

**75. Tipperary NR**  
The proposed increase in the Pupil Teacher Ratio is a direct attack on schools in our sector, which provide for all students regardless of ability or means. This proposal will mean an increase in class size, which will counter the good work and many innovative programmes, which have been designed to keep vulnerable students in school. This Congress instruct our Executive Committee to implement a strategic approach to combat the cuts including a campaign of non-cooperation with any new developments which the DES may wish to implement until such time as they realise the unprecedented error in judgment and restore the PTR to the present ratios.

Part of overall strategy.

**66. Shannon**

That grants for LCA, Transition Year and the Free Books Scheme be restored to non-DEIS schools.

**Policy:** TUI lobbied Government parties and grants were restored as part of the current programme for government.

**F. EDUCATION**

**86. Executive Committee**

Congress re-affirms the commitment of the Teachers' Union of Ireland to inclusive provision of a free, high quality, public sector education service.

In this context, Congress

- notes the continuing exclusionary and segregationist practices of certain schools that contrive not to enrol particular categories of students, such as students with special educational needs, traveller students, international students, students with low levels of prior academic attainment and students from disadvantaged socio-economic backgrounds.
- condemns the continued State subvention of fee-paying schools which, by definition, operate exclusionary admission policies and practices (both overt and covert), demands the withdrawal of all State subvention from these schools and recommends that the Minister for Education and Science should invite them to enter the free post-primary education scheme and commit to the implementation of public policy in regard to inclusive education
- abhors the cynical, exclusionary practices of certain schools currently in the free post-primary education scheme and demands that public funding of such schools be progressively withdrawn unless they cease such practices with immediate effect and commit to the implementation of public policy in regard to inclusive education.

Congress views with grave concern the failure to date of the Department of Education and Science, the National Council for Special Education and other State agencies to publish, in a meaningful format, enrolment figures relating to students with special educational needs and to other categories of students who suffer exclusion. This ongoing failure by State agencies facilitates the continuation of exclusionary practices by schools.

Therefore, Congress demands the immediate publication by the DES and by other relevant State agencies of full data regarding the enrolment, by school/centre/college, of students with special educational needs and of students in the other categories referred to above. Congress requires that the data be provided in respect of each school year from 2003/4 to 2008/9, inclusive, and that, in future, such data be published annually.

**93. Dublin City PP**

Congress demands that the Minister for Education & Science immediately address the following inequality in second level schools. It is common practice that when students are 'informally excluded' from voluntary secondary schools the student then applies to enrol in the local VEC school. If this school decides not to enrol, this decision can be appealed and it appears that normal practice is that the DES ultimately forces the VEC school to accept the student. The anomaly of this situation is that at no stage is the school that 'informally excluded' the student asked to answer for its actions. Congress demands that the DES cease to allow voluntary secondary schools to use VEC schools as safety nets and make schools responsible for their actions.

**Nos 86 and 93 were brought to the attention of the Department of Education and Science. The executive committee is seeking a meeting with the Minister on this issue.**

**101 Executive Committee**

That no new second component assessments be introduced in the Leaving Certificate Examinations until adequate resources and training are made available.

**Department advised of this Policy.**

**G. EQUALITY**

**114. Dublin City PP**

Congress demands that stated public policy on inclusion is fully implemented. In this time of budgetary cuts, it is essential that people with disability and special needs requirements do not suffer exclusion by a diminution in the already meagre resources available to them.

Due to the cuts there will be further delays in rolling out the Education for Special Educational Needs Act 2004 (EPSEN).

Children with special needs and people with a disability should be ring-fenced against any cuts and all commitments in these areas should be honoured by the State.

**This issue continues to be highlighted in respect of the cuts, also to be raised with the Department of Education & Science, the NCSE and at the Disability Committee in ICTU.**

**Equality officers in each branch do an audit of the cutbacks in the area of special needs support in their branches.**

**109. Co. Cavan**

Congress calls on the Executive to negotiate additional resources for minority ethnic students in schools and colleges including:

- induction programmes for parents, etc.;
- interpretation/translation services for parents/guardians;
- training on interculturalism for teachers;
- training in interaction with students who have little or no English;
- enhanced support for students who have little or no English;
- an additional Assistant Principal post for schools with a significant number of minority ethnic students;

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- an Irish accredited course in ESOL available to teachers on a regional basis.

I09, I08 and I10 relate to the issue of racism support for minority ethnic students and interculturalism. Schools were surveyed on these issues. The results were compiled and a report is being written up for the Annual Report. These issues were also raised with the Department as part of a national report for an OECD study.

### I13. Dublin City PP/ Co. Cavan/Shannon

Congress condemns the cut of 43% to the budget of the Equality Authority. This makes it impossible for the Equality Authority to continue in a realistic way with its valuable work, as shown by the resignation of the CEO, Niall Crowley, in December 2008.

Congress condemns these cutbacks and calls on the Executive Committee to make representations to the relevant bodies including the Government seeking their removal.

Highlighted in public and in conjunction with ICTU. Further cutbacks in the

equality area have been proposed in the McCarthy report. TUI will continue to vigorously appose any proposed cuts in the equality area. in conjunction with ICTU.

### I08. Co. Cavan

Congress adopts the TUI Equality Council policy document on Racism, Interculturalism & Resources for minority ethnic students as presented to Congress 2009.

See I09

### I11. Co. Cavan

Congress adopts the TUI Equality Council policy document on Ageism as presented to Congress 2009.

Policy document updated in the context of the new survey to be included in the Annual Report.

### I10. Co. Dublin

To ensure equality, Congress calls on the Executive to negotiate with the DES to provide intercultural training for all teachers and lecturers and that cover be provided for said training.

See I09

### I16. Co. Cavan

Congress calls on the Executive to negotiate with DES an effective policing and enforcement mechanism to ensure the implementation in schools and colleges of the Equal Status Act across its 9 grounds for discrimination.

This issue to be raised with the Department and with the respective management bodies

### I20. Dublin City PP

Congress instructs the Executive to ensure that this Union stands up to discrimination in all its forms.

Policy – continues to be implemented.

### I15. Co. Dublin

Congress calls on the Executive to work with the relevant authorities in developing a policy in the area of bullying on grounds of sexual orientation.

Training for all equality officers on this issue was provided on 23rd September. Equality council drawing up a policy document on the area of homophobic bullying and broader issues in respect of sexual orientation and how that impacts at school/college level. A LGBT network has also been established.



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\* Please see website for closing date for applications for this course



## H. EXAMINATIONS

### 125. Co. Sligo

That Congress instructs the Executive Committee to negotiate a fee for the preparation of student tasks in the Leaving Certificate Applied Programme. This fee should be similar to that paid to practical teachers for Examination Preparatory Work and be paid to those teachers anchoring the task.

Preliminary work being done prior to claim being made.

## I. FURTHER EDUCATION

### 128. Executive Committee

Congress agrees that all TUI members involved in programmes leading to a FETAC award are instructed not to engage in the following new work until the Department of Education and Science implements the proposed agreement in respect of Further Education sector concluded on the 23rd July 2008:

- New assessment processes to include internal verification, external authentication and the results approval process
- Program development for validation
- Recognition of prior learning (RPL)
- Self evaluation of programs and services.

Congress instructs the Executive to initiate and coordinate a national campaign to achieve the fulfilment of commitments made by the DES in July 2008 under paragraph 31.2.1 of Towards 2016 with respect to the provision of resources for the PLC sector.

Confirmation of policy. Claim for implementation of provisions of agreement made to TCC and rejected. Industrial action continuing.

## J. HEALTH & SAFETY

### 150. Co. Wexford

TUI will not countenance the use of "Occupational Health" as a justification to bully and intimidate its members. Congress insists that referrals to Medmark for reasons other than genuine concern for the health and welfare of the employee so referred will not be binding on any employee. Furthermore, any employee refusing to attend a Medmark appointment in such

circumstances will have the full backing of the Union.

These issues to be addressed at the Annual Review of the scheme.

## K. INSERVICE

### 157. Co. Cork (Amended by Tipperary NR)

Congress instructs the Executive to insist that in-service takes place during school days only and appropriate expenses be paid to all members attending. Furthermore all substitution and supervision required must also be provided to facilitate the absence of staff attending in-service.

### 156. Co. Wexford

Congress demands that any in-service in relation to the introduction of new syllabi be conducted during school hours and that appropriate substitution and supervision be provided.

157 and 156 are in effect the same and are restatements of policy.

### 153. Co. Donegal

Congress directs TUI officials to liaise with the other teacher Unions with a view to coordinating a national campaign to bring about a more equitable travel and subsistence expenses system which does not differentiate between members of the public sector on the basis of grade of employment, this campaign to focus on equity of treatment for all staff in the public sector and on transparency in the determination of expense rates.

Raised issue with other unions. Change unlikely in near future.

## L. MISCELLANEOUS

### 159. Dublin City PP

Congress condemns the Israeli Government for their systematic destruction of Gaza.

Congress demands that the Irish Government requests the withdrawal of the Israeli ambassador to Ireland.

Congress requests that all TUI members boycott Israeli goods until there is a fair resolution to this situation.

Written to Minister for Foreign Affairs. Received reply – sent to Executive. Referred to ICTU.

## M. ORGANISATION

### 168. Dublin City PP

Congress instructs the National Executive to negotiate with the DES for a reduction in the teaching load of Branch Chairpersons and Secretaries to reflect the reality of Union work that includes the extremely onerous task of participating in cases involving bullying and harassment.

This has been raised with Department of Education and Science in the past without success. There is no chance of getting progress in this now with the DES. Raise with employers; ACCS: IVEA: IOTI at the appropriate time.

### 163. Cork City Schools

Congress calls on the Executive to set up a special Sub-Committee to examine the current structures of the Union with a view to modernising them in order to make them more effective and responsive to the needs of the membership. If necessary, this sub-Committee must be allowed to consult with external experts. It further calls that a comprehensive report be presented to Congress 2010.

Structures Review Group (SRG) set up with external facilitator. SRG will report to Congress 2010.

### 171. Co. Donegal

Congress directs the TUI Executive to publish in the TUI News the progress made on motions debated at Congress in a more accessible and transparent manner, a manner which includes the text of the motion being reproduced accompanied by a report on the progress made.

Congress further directs that where no progress has been made on a motion, an explanation of why there has been no progress be included rather than a simple statement of fact.

Being done, will also do report in Annual Report.

## N. PAY

### 214. Co. Donegal

That Congress instructs the Executive that conditions of service, inclusive of the length of the working day, week or year, sick leave entitlement and maximum class size must not be bartered for pay increases.

Policy

**212. Athlone IT (Amended by Dublin Colleges)**

That all pay elements of national wage agreements be honoured in full. In view of the decision of the Government not to pay the 3.5% due in September 2009, and in view of the so-called 'pension's levy', Congress decides that all discussions with the DES, Finance and IOTI on a new contract for Lecturers that would in any way alter any aspect of members conditions to the detriment of said members will cease immediately.

This has been overtaken by events. Social Partnership and Towards 2016 have been abandoned by Government and these discussions have terminated.

**213. Co. Donegal**

That Congress instruct the Executive that teachers' conditions of service are not to be decided by ICTU in any further collective pay deals but exclusively by the votes of TUI members and that a breach of this principle will entail withdrawal of TUI from ICTU.

First part was policy. This was adhered to in the recent discussions with Government. Had there been a conclusion to the process the votes of TUI alone would have determined whether TUI accepted the proposals.

**211. IT Carlow**

That Congress decides that, if the Government should attempt to renegotiate the terms of the agreement Towards 2016 (e.g. by seeking to introduce pay cuts in this Union's sector or by prolonging pay pauses as set out for the next phase of the agreement or by seeking alter anything already agreed in T 2016 to the detriment of our membership), it will view this agreement as no longer acceptable to our members and instructs the Executive to withdraw from all further phases of the agreement.

This has occurred and in effect the agreement is dead.

**220. IT Carlow**

That Congress condemns the failure of the Government, the Central Bank and the Banking Sector to control the finances of this country, leading to one of the worst economic crisis in living memory. Congress further declares that the current crisis is not the fault of the PAYE workers and/or the Public Sector employees of this country who are the victims of the greed and mismanagement promoted by the political, financial and economic elite.

Noted.

**215. Co. Donegal**

Congress directs TUI to propose a motion at an appropriately convened Congress of ICTU which establishes as a precondition of ICTU involvement in future national pay deals or partnership talks:

- the removal of any new clause prohibiting industrial action;
- and/or the amendment of any clause already in existence which prohibits industrial action to exclude industrial action arising from any dispute caused by the Official side's failure to adhere to the terms of any such pay deal or partnership talks.

Congress also directs that the text of this motion and the result be subsequently published in the TUI News and in next year's Annual Report.

For future consideration for ICTU conference 2011. As explained at Congress motions for ICTU in 2009 had already been submitted as the closing date had passed.

**O. PENSIONS**

**229. Co. Cork/Co. Cavan/Co. Offaly**

Congress strongly condemns withdrawal of early retirement strands and calls for the restoration of the Early Retirement Scheme for teachers.

Noted.

Remains ongoing objective. Counsel has advised that it is most unlikely that a legal case can be won on this issue. A case for Strand 3 for amalgamations was taken to the High Court and lost.

**226. Co. Donegal**

That Congress instruct the Executive to take action without delay to end the anomaly whereby a retired VEC teacher receives a demand from the County Council in September of each year requiring a form to be filled in and signed, witnessed by a magistrate, a medical doctor, a bank manager or a clergyman to the effect that he or she is not in the employment of a local authority, accompanied by a threat to withdraw all pension payments within seven days if there is a delay in submission of the completed form. Congress holds that it is a demeaning and degrading procedure to require a member of the teaching profession to go to a person in one of the above named occupational categories to witness their signature on an ongoing annual basis to secure retention for twelve months of

payment of the pension for which they have paid all their lives and notes that no such imposition is placed on retired National Teachers, Gardai or Nurses.

Requirements have been researched with the assistance of the RMA and issues being pursued.

**232. Co. Donegal**

Congress instructs the TUI to seek the re-introduction of the early retirement strands for teachers removed in the Budget of November 2008.

Policy. Same as 229.

**P. POSTS OF RESPONSIBILITY**

With the introduction of the Moratorium on promotions the immediacy of most of the motions in this section has been reduced.

**240. Co. Cork**

Congress directs the Executive to ensure that a candidate, who goes forward to a Post of Responsibility interview, should not be interviewed by the same panel in successive interviews. And where an appeal has been upheld, none of the previous interviewers should be used in the same competition.

In spelling out the details of the new promotions scheme and the appeals this can be pursued by seeking a different board following appeal.

**246. Co. Donegal**

Congress directs TUI officials to negotiate with the Department of Education and / or IVEA with a view to devising a suitable mechanism for the filling of Acting Posts of Responsibility in a timely and equitable manner.

Agreements in place for some VECs, this is being addressed with IVEA for the remainder of VECs. Need to get agreement for C+C schools.

**247. Co. Dublin**

Congress calls on the Executive to begin negotiations with the IVEA and the DES an appeals procedure for the appointment of Principals and Deputy Principals.

Written to DES to start this. Raised at TCC. ACCS must also be involved in discussions.

**241. Dun Laoghaire**

Congress recognises the normal harmonious and cooperative relationship which normally exists between Principal Teachers and the general teaching staff. Congress believes that the participation of Principal and Deputy Principal Teachers on interview boards for posts of responsibility can only lead to resentment and disharmony. Congress therefore instructs the national Executive to return to the DES and renegotiate the composition of Interview Boards for promotional posts to exclude sitting or retired Principals.

Agreement was reached on this issue. It can be raised with other unions to seek that the DES be asked to re-open this issue.

**244. Co. Monaghan (Amended by Co. Clare)**

That an additional dedicated post of responsibility be created for the administration and co-ordination of SEN in schools on a pro-rata basis similar to that of the LCA/LCVP/JCSP co-ordinator. Furthermore any reduction in teaching hours granted to the post be returned to the school as is done for the programme co-ordinator.

We have requested this in the past without success. This to remain on hold for now.

**239. Dublin City PP**

Congress instructs the National Executive to ensure that a member acting in a post of responsibility has an expectation to hold that post in an acting capacity until such time as the permanent post holder returns.

Furthermore, Congress instructs the Executive to reject any attempt to review acting posts of responsibility on an annual basis and to make them subject to school allocation from year to year.

Clarification on this to be circulated to branches.

**Q. PART-TIME/FIXED TERM ISSUES****260. Co. Meath**

Congress demands that all part time hours worked by teachers be given incremental credit as was expected under EU law. Many such teachers were dismayed to learn that only hours worked from 2001 were to be included. They had been assured by officials in the Unions as far back as 1996 that it was the case but when the relevant circular letter was published this was not so.

This was passed in 2008 and again in 2009. EU Law is fully respected in all agreements on credit for PT teaching. In many respects much more has been achieved than a law provides. The final sentence is not accurate. Before 2001 all pro-rata service

is reckonable and PT hours equivalent to wholetime in a years are reckonable. The only action demanded in this is in the first sentence and this has been achieved. No officials could have given any assurances in 1996 as the Directive was not formulated until December 1997.

**249. Dublin City PP**

Congress instructs the National Executive to take strong and immediate action against any VEC that fails to comply with Circulars 0055/08 and 0056/08. It is the duty of VECs to inform employees of their rights under these circulars, especially partially qualified or unqualified staff under Circular 0056/08.

Branches advised to bring any breaches of these agreements to the attention of this office once they have been processed locally.

**253. Tipperary SR**

This Congress calls on the Executive to negotiate with the Department of Education and Science that any Contract of Indefinite Duration (CID) of 18 hours be automatically re-designated as a PWT contract.

The payment of the full salary to CID holders in schools who have 18 hours + per week in effect resolves this issue in all but the name. It is accepted that a CID is indistinguishable in law from a PWT contract.

**R. RESOURCES****263. Co. Cavan/Co. Meath**

That Congress directs the Executive to seek the appointment of Laboratory Assistants for every school in order to meet the requirements of the revised Science syllabi.

TUI supported a motion at ICTU BDC 2009 seeking implementation of this in the context of the report of Task Force on Physical Sciences. The matter is raised in all relevant fora on a regular basis.

**S. RULES****277. Executive Committee/ Co. Dublin**

In order to streamline the membership application process, to provide for the introduction of "on line" application for membership and to prevent possible loss of membership applications, while preserving the right of a Branch to grant membership, that rule 78 be amended to read as follows:

"An applicant for membership shall complete an application form and lodge it with either the School/College Representative in the

***Have you been badly affected by pay cuts?***

- *Have you lost hours as a result of the cutbacks?*
- *Have the imposition of the so-called pension levy and the latest budget cuts made it difficult for you to meet financial commitments?*
- *Do you believe certain media outlets present a fair and accurate picture of public sector workers?*



Case studies are a hugely effective tool in any media campaign, with a profile of the often devastating changes in the personal circumstances of members making crystal clear the human cost of swingeing government cutbacks.

To this end, TUI is endeavouring to put together as many profiles as possible for usage in the coming weeks and months.

While the preference would be for named members to outline their particular circumstances to the media as suitable opportunities arise, we would also be interested in hearing from those who would rather remain anonymous.

Please email [cgriffin@tui.ie](mailto:cgriffin@tui.ie) in confidence if you would be interested in assisting us with this campaign.



school/college in which he/she is employed; the Secretary of the Branch in the area in which he/she is employed; or with TUI Head Office for forwarding to the Branch in question. The Branch Secretary shall submit the candidate's application to the Committee of the Branch who may accept or reject it. A candidate who has been refused admission by a Branch Committee or whose application has not been responded to by the Branch within a period of six working weeks may have their application considered by the Executive Committee who shall decide whether such admission shall be granted, taking into account the view of the branch."

Done. On line application being worked on and anticipated that it go live in the near future.

## **T. YOUTHREACH**

### **282. Dublin City PP**

Congress condemns the failure of the TUI Executive to pursue the Youthreach claim denied under Benchmarking.

Congress further instructs the Executive to withdraw all TUI Representatives from the Local Working Groups of the VECNPF pending a satisfactory resolution to this claim.

Executive considering the resolution and to meet the appropriate representatives of Youthreach to consider a strategy for the implementation of the resolution.

### **279. Co. Dublin**

Congress deplores the current situation where fully qualified and recognised as such by the Teachers Council teachers in Youthreach centres are still not in receipt of the correct contracts including CIDs and calls on the Executive to investigate this situation and to begin negotiations with the relevant bodies to right this situation and to report back to Congress 2010 with any progress made in this area.

This has been pursued with the Department – the issue was raised at the Teachers' Conciliation Council and further meetings are awaited. A report to Congress will be made.

### **280. Co. Dublin**

Congress deplores the situation where some Youthreach centres are left without enough funding to employ maintenance staff and as a result teachers and students are forced to clean and maintain the premises in which they work and calls on the Executive to enter into negotiations with the relevant authorities and bodies to resolve this unacceptable situation.

Information being sought from Branches to establish detailed position regarding funding and resources. Branches being advised that teachers or students should not be clean or maintain the premises. Once information is available the appropriate management authorities will be met on the issue.

## **EMERGENCY MOTIONS**

### **EMERGENCY MOTION NO. 1**

**Executive Committee / Co. Donegal / Tipperary NR / Dundalk IT / Tipperary SR / Co. Sligo / Cork Colleges / IT Sligo / Dublin City PP / Co. Louth / Co. Cork / Dun Laoghaire / Co. Wicklow**

#### **Moratorium on Appointments and Promotions**

Congress deplores the recently announced prohibition on appointments and promotions in schools and colleges. Congress instructs the executive to seek by whatever means are necessary the reversal of this decision from the earliest possible date. Congress also calls on the ICTU to publically and strenuously oppose this moratorium.

In respect of Posts of Responsibility in schools congress instructs the executive to direct members

- Not to agree to alter existing post duties in any way which will increase the workload of individual posts of responsibility;
- Where a post of responsibility is vacated, members are not to undertake any duties thereby arising unless they are pensionably remunerated for this.

In respect of Institutes of Technology congress instructs the executive to direct members not to undertake work formerly carried out by the holder of a promotion post where that post has been vacated and is subject to the moratorium unless they are given the conditions of service appropriate to the grade of the former post holder.

Raised immediately after Congress at ICTU. This has been accepted as ICTU policy. Content of motion issued by way of directive along with ASTI. Implementation being monitored.

**EMERGENCY MOTION NO. 2**  
**Executive Committee / Co. Donegal / Tipperary NR / Tipperary SR / Co. Sligo / Cork Colleges / Dublin City PP / Co. Louth / Co. Cork / Dun Laoghaire / Co. Wicklow**

#### **Whole School Evaluation and Subject Inspections**

Resulting from the recent refusal of the Department of Education and Science to the unions' request to set aside whole school evaluation while the education cuts remain in place Congress instructs the executive to direct members to limit their co-operation with Whole School Evaluations and Subject Inspections.

In the context of the swingeing cutbacks in education and the consequent increased workload placed on teachers, TUI instructs that co-operation with the inspectorate in respect of WSE and subject inspections should not involve formal pre-evaluation or post-evaluation meetings or meetings with in-school management teams, subject teachers as a group, school planning, education support or pastoral care or other teams unless such meetings are held within school time and the teacher is covered by paid substitution specifically provided for the purpose. Documents and information requested by the inspectorate which is available to the Department of Education and Science should be obtained by the inspectorate from the Department of Education and Science and not furnished by the Principal or other teacher.

Issued by way of directive along with ASTI. Implementation being monitored.

### **EMERGENCY MOTION NO. 3**

**Executive Committee / Co. Donegal / Tipperary NR / Tipperary SR / Co. Sligo / Cork Colleges / IT Sligo / Dublin City PP / Co. Louth / Co. Cork / Dun Laoghaire / Co. Wicklow**

#### **The "Pension Levy"**

Congress deplores the so called pension levy and holds that it is a specific tax on public servants. It is not in accordance with the principles of fairness set out by ICTU in the document "There is a better, fairer way". The levy is a crude and unfair instrument and is in effect a straightforward pay cut. It has no regard to ability to pay nor does it affect in any way those most responsible for causing the economic problem in the first place.

Congress instructs the executive to continue to seek the removal of this levy and to seek to ensure that this is also the policy of the ICTU.

TUI has called upon ICTU to clarify opposition to levy. Resolution brought to attention of ICTU immediately after Congress. Statements from ICTU have referred to Pension Levy since then and ICTU policy is for the removal of the levy.

**EMERGENCY MOTION NO. 4**  
**Co. Dublin / Cork City Schools /**  
**Dublin Colleges / GMIT /**  
**Waterford City / Donegal**  
**Colleges / Co. Mayo / IT Tralee /**  
**Dublin City PP / Co. Cork /**  
**Cork C&C / Co. Wicklow /**  
**Carlow IT / Co. Offaly / Birr**  
**Gallen / IT Blanchardstown /**  
**Connemara / Limerick City**  
**Schools / Co. Louth /**  
**Dublin C&C / Cork Colleges /**  
**Waterford Colleges**

TUI Congress instructs the Executive to call on the ICTU to seek the immediate nationalization of banks which are being supported by the tax payer.

Once that is completed all levies and other taxes recently imposed on the tax payer to be converted to loans; those loans to be repaid to tax payers or their estates on a basis incremental with the rise of banks' profits.

This was brought to the attention of ICTU immediately following Congress.

**EMERGENCY MOTION NO. 6**  
**Dublin City PP / IT Carlow /**  
**Dun Laoghaire / Co. Laois / Co.**  
**Carlow / Co. Cork / Co. Kildare /**  
**Co. Monaghan / Cork Colleges /**  
**Tipperary SR / Co. Sligo /**  
**Co. Wexford / Galway City /**  
**Co. Limerick / Co. Clare /**  
**Waterford Colleges / Dublin C&C**

In light of the enormous rise in unemployment rates and the increase in those seeking to upskill and retrain and the total failure of this government to take measures to stimulate growth - Congress demands that the present cap on PLC places be immediately lifted to accommodate the unemployed into retraining.

Congress further demands an increase in funding for VTOS and BTEA.

Policy. Representations made to Ministers directly and through ICTU. Ongoing campaign in respect of education cuts has this as a specific priority. Several press releases and media interviews dealt with this issue.

**EMERGENCY MOTION NO. 7**  
**Dublin City PP / Dun Laoghaire /**  
**Co. Cork / Co. Laois / Co. Carlow**  
**/ IT Carlow / Co. Mayo / IT**  
**Tallaght**

Congress rejects the cuts in education, the pension levy, the income levies, the draconian measures contained in the budget and the bail out of the banks and speculators. Congress commits itself to actively campaigning against these attacks on members' living standards. The budget and the debt burden associated with the National Assets

Management Agency will consign generations of young people to unemployment and low pay.

Congress demands the ICTU immediately end talks with Government and campaign against the attacks on workers' living standards.

Congress calls for a special conference of the ICTU as a matter of urgency to address these issues.

This was brought to the attention of ICTU immediately following Congress.

**EMERGENCY MOTION NO. 14**  
**Dublin Colleges / Limerick**  
**Colleges / GMIT / Co Wexford /**  
**Carlow IT / Dublin City PP /**  
**Co Dublin / IT Tralee /**  
**Waterford IT / Co Offaly /**  
**Dundalk IT / Tipperary SR /**  
**Tipperary NR / Donegal Colleges**  
**/ Co Donegal / Co Laois /**  
**IT Tallaght / St Angela's /**  
**Athlone IT / Boyne Area C&C /**  
**Co Monaghan**

TUI will continue its campaign of industrial action against the pension levy and the public service embargo on the filling of posts and vacancies. Accordingly, this Congress determines that this Union will oppose and will not be bound by any national agreement or new arrangement entered into by ICTU which does not remove the public service pension levy and the embargo on the filling of vacancies and the promotional posts in the public service.

This was brought to the attention of ICTU immediately following Congress. The Industrial Action in relation to these issues continues. There was no agreement entered into by ICTU as yet.

## REFERRED MOTIONS

### 36. IT Tallaght

Congress notes that IOTI is not the employer of third level TUI members and is a limited company with no allegiance or accountability to the Governing Bodies of the Institutes of Technology, or the nation for that matter. Congress instructs the Executive to have no further dealings with IOTI.

#### Amendment IT Carlow

Add: That Congress further instructs the Executive to investigate the legality of Public Service employees (i.e. I.T. Presidents) to set up such a private charitable company and how this company is funded.

#### Amendment Limerick Colleges

Congress reiterates that IOTI is not an employer of third level TUI

members and is a limited company with no allegiance or accountability to Governing Bodies of the Institutes of Technology ... or the nation. Congress instructs the Executive to ensure that no further funding is taken from individual IOT budgets for IOTI.

Funding and other issues relating to IOTI to be clarified for branches.

### 59. Co. Laois

That this Congress directs the Executive to put in place all the necessary steps to direct TUI members to withdraw from all involvement in curricular change until the cuts are reversed.

Policy: there be no curricular or syllabus changes while the cuts remain in place. All reps on NCCA to be advised of this policy and instructed to follow it and to advise in the event of there being an attempt to breach this policy.

### 151. Cork City Schools

Congress instructs the Executive that in order to ensure protection is afforded to teachers/lecturers and students as per health and safety legislation principals/directors of IT and FE Colleges be given access by right to the names of students listed on the sex offenders register and ensure awareness of relevant safety issues. TUI seeks to achieve this at the earliest opportunity.

This can not be progressed – the information sought is not publicly available.

### 251. Dun Laoghaire

Congress instructs the national Executive to negotiate the conversion of a CID which is two years old to a Permanent Whole-time Contract.

Covered by resolution 253. In law both are the same.

**EMERGENCY MOTION NO. 13**  
**Co Cork / Co Carlow / Dublin**  
**City PP / IT Tallaght / Co Offaly /**  
**Co Westmeath / Co Monaghan /**  
**Co Laois**

Congress instructs the Executive to initiate legal proceedings against any VEC on behalf of members whose details they failed to forward to the Teaching Council and whose payment will be in jeopardy on enactment of Section 30 of the Teaching Council Act.

Currently being dealt with in respect of the Co. Cork. Branch where members are known to have been affected.

# Changes to Pension Provision

## Teachers contemplating retiring in 2010

While the pay of public servants was cut from the 1st of January 2010, the pension entitlements of those retiring in 2010 will not be affected. Public servants retiring in 2010 will have their pension and lump sum calculations based on 2009 salary levels rather than the salary levels applicable after the imposed pay cut. The Minister for Finance stated in his budget announcement:

*“To ensure that any increase in the number of retirements can be managed, the legislation on pay reductions in the public service will provide that any retirements in 2010 would be on existing, pre-cut pay terms.”*

## To retire or not to retire information meetings – you choose the location(s)

We are aware that many TUI members who were not originally contemplating retirement in 2010 are considering whether they should bring their retirement forward to 2010 in light of the Minister’s announcement in the recent budget. TUI intends to hold a number of pension information meetings in order to assist TUI members with the dilemma which many members are now faced with:

## To retire or not to retire in 2010? That is the question!

The geographic location(s) of these pension information meetings will be based on requests from members. If you wish to attend such an information meeting please write to or email Annette Dolan, Deputy General Secretary, [adolan@tui.ie](mailto:adolan@tui.ie) with your contact details before the 26th February 2010.

## Parity between Pay and Pensions has been broken

The salary cuts applicable from the 1st January 2010 have not been passed on to retired members. Because cuts in public service salaries effective from 1st January 2010 are not impacting on the pensions of retired members, pension parity has effectively been broken. Up until the changes announced in the budget the situation was that if teachers/lecturers received a salary increase, that same

percentage increase was applied to the pensions of retired teachers/lecturers. Therefore, while the break in pension parity has yielded a short term gain, unfortunately it will have a negative impact on the pensions of retired teachers/lecturers in the long term. In addition a break in pension parity is now paving the way for pensions to be linked to increases in the cost of living (CPI) rather than increases in salary for the grade concerned.

## Proposed change to Consumer Price Index (CPI) for all post retirement increases

The Minister for Finance has stated that *“as part of the reform of Public Service pensions arrangements I will review the current arrangements and consider linking pensions to increases in the cost of living.”* The Minister elaborated further by stating that the government *“will consider using the CPI as the basis for post retirement increases for existing and future pensioners. This change would reduce the actuarial cost of public service pensions from an estimated €108 billion to €87 billion.”*

## Review of Current Pension Arrangements

The Minister for Finance announced that legislation will be introduced in 2010 to establish a New Single Pension Scheme for

all new entrants to the Public Service which will be in place by the end of the year. The Minister also stated that the new scheme will bring public service pension terms more in line with private sector norms.

This new pension scheme will considerably worsen the pension benefits applicable to new entrants. The new proposed scheme will change the calculation of benefits so that pensions are based on “career average” earnings rather than final salary on retirement as at present.

## Raising the Minimum Public Service Pension age to 66

In addition the Minister stated that the minimum public service pension age will be raised to 66 years initially, from 65 at present to bring it in line and link it henceforth with the State Pension age.

## Contact your local TDs and voice your opposition to the proposed pension changes

It is of vital importance that all TUI members advise their local TDs of their complete opposition to the proposed changes to teachers and lecturers pensions. The proposed changes amount to a very significant reduction in pension terms for future recruits and will leave public service pensioners on a much reduced income in their retirement.

## Ombudsman for Children praises “supportive and encouraging” teachers

### Separated children rank education as top priority.

One of the most striking findings of the recent Ombudsman for Children’s Report on separated newcomer children living in Ireland, was that education was ranked number one in terms of priorities by the majority of separated children. Many spoke about their experiences at school and how important school was to them. As one young person said “The thing that I like most about my school is that teachers know how to teach. When you don’t know or understand, they will explain properly to really show that you get what they are teaching, and by doing that it is helping me also to improve my learning.”

Speaking about the report, Ombudsman for Children, Emily Logan said that “It should be very empowering for teachers, to hear from children separated from their parents about how important the interest of one person at a given time has been to them. These children, who have faced significant struggles before coming to Ireland and have encountered many obstacles since arriving here, are amongst the most vulnerable in Irish society today and need support and encouragement. I praise the many teachers who have taken on this role.”



# Establishment of TUI LGBT Network

## *TUI has recently established a network for Lesbian, Gay, Bisexual and Transgender (LGBT) members*

This group will be led by TUI LGBT teachers with support from the TUI Equality Council and the Deputy General Secretary of TUI, Ms Annette Dolan.

The formation of the group evolved from work done by TUI in conjunction with GLEN and BeLong To, who held an information meeting for teachers on issues related to sexual orientation and homophobic bullying in conjunction with last year's Congress.

At this Congress a motion was passed calling for the development of a policy document on homophobic bullying: *"Congress calls on the Executive to work with the relevant authorities to develop a policy in the area of bullying on grounds of Sexual Orientation."*

The TUI Equality Council worked in conjunction with Glen to develop a leaflet for teachers in schools/centres entitled: *"Teachers supporting Diversity, Lesbian Gay and Bisexual Students"*. This leaflet was distributed to all schools and centres. TUI also assisted Glen in developing a guidance booklet for principals and school leaders to assist school leaders to support lesbian gay and bisexual students.

In September 2009 training was provided with regard to sexual orientation issues for both teachers and students for members of the Equality Council by BeLong To.

The formation of the TUI LGBT Network on the 12th of December evolved from all of the above events.

The TUI LGBT Network have identified the following issues which they wish to work on as a group:

- Developing a campaign to amend Section 37(1) of the Employment Equality Act. This section which provides for an exemption in Irish Equality law on the religion ground states:

*"A religious, education or medical institution which is under the direction or control of a body established for religious purposes or whose objectives include the provision of services in an environment which promotes certain religious values shall not be taken to discriminate against a person for the purposes of this part or Part II if*

- (a) It gives more favourable treatment, on the religion ground, to an employee or a prospective employee over that person where it is reasonable to do so, in order to maintain the religious ethos of the institution, or*
- (b) It takes action which is reasonably necessary to prevent an employee or a prospective employee from undermining the religious ethos of the institution."*

Section 37(1) (a) permits employers to give preferential treatment if it is reasonable in order to maintain the religious ethos of the institution. Section 31(1) (b) applies where an employer takes a certain action and such action will only be necessary to prevent the undermining of the religious ethos of the institution.

The continued existence of section 37(1) is of major concern to the TUI LGBT network. The Deputy General Secretary of TUI, Annette Dolan states that *"because of the existence of section 37(1) many LGBT teachers are afraid to*

*come out because they fear that their employer may consider that their sexual orientation has adverse implications for the ethos of the educational institution and may thus act against them, by refusing to renew or even terminate their contracts."*

Other issues which the TUI LGBT Network propose working on include:

- Developing guidelines in respect of homophobic bullying and other sexual orientation issues.
- Marriage equality issues.
- Seeking the introduction of training for all school management and teachers/lecturers on LGBT issues.

**The next meeting of the TUI LGBT Network will take place on Tuesday 2nd March at 7.30 pm in the Gresham Hotel Dublin.**

If you would like to attend the next meeting of the TUI LGBT network please contact one of the following:

Damian Wedge,  
TUI LGBT Network,  
wdwedge@yahoo.co.uk 087 6148969

Patricia Loughman,  
TUI LGBT Network,  
trish.loughman@gmail.com

Annette Dolan, Deputy General Secretary TUI,  
adolan@tui.ie



Congratulations to the recent winners of the Credit Union's monthly draw.

#### November 2009

M. Hayes, Cork	€1,500
E. Cleary, Wexford	€1,000
P.J. O'Doherty, Kilkenny	€500

#### December 2009

V. Purcell, Clare	€1,500
C. O'Connor, Kildare	€1,000
R. O'Boyle, Dublin	€500

#### Christmas 2009 Car Winner

N. Doherty, Galway

#### January 2010

L. Lenihan, Limerick	€1,500
P. Mulligan, Waterford	€1,500
A. Byrne, Limerick	€500

Please contact the Credit Union Office – 01 4266060 – if you would like to take part in the monthly draw. €5 a month will be deducted from your account.

The new date for the AGM of the TUI Credit Union is Friday 5th February 2010 at the Clarion Hotel beside the Liffey Valley Shopping Centre in west Dublin. All members should by now have received the annual booklet with reports and financial statement.

Please note that the TUI Credit Union charges one of the lowest interests on loans – 7.59% APR. However for members who borrow up to the amount they have in shares the interest rate is only 5.99% APR.

Finally, the Board of Directors, the Supervisors and the Administrative Staff of the TUI Credit Union wish you all a very happy 2010.

*Go n-éirí libh!*

*Le mór mheas agus dea-ghuí,  
Eileen Clancy,  
Marketing/Promotions sub-committee.*

## UCD QUB All-Ireland Conference for Doctoral Researchers in Education Call for Papers

The conference **Doing your Doctoral Research: Education Across Boundaries** will be held in Queens University Belfast on May 21st and 22nd 2010. Keynote Speaker: Professor Gill Crozier, Roehampton University. A limited number of travel bursaries are available to presenters. Application deadline 26th February 2010. Further information and application forms available at <http://www.qub.ac.uk/schools/SchoolofEducation/NewsandEvents/>

### AN APPRECIATION OF FORMER BALLINTEER COMMUNITY SCHOOL TEACHER

## Tod (Brian Chadwick)

*by Frank Kelly*

### TOD

No more will I see your white sail as it throws a tack through the evening light of summer, as you round Bray Head. No more will I recognise the sound of your laugh through the haze of the Harbour Bar, as you solve the affairs of the world with an assembled cast.

I had these thoughts at the 40 Foot, where I retreated with a heavy heart, the day I heard of your passing. The tide was full and the waves crashed against the rocks, I saw your wave dissipate into a thousand droplets as it threw itself against the immovable shore. One of those drops ran down my cheek, or was it a tear?

The news came to me in a phone call from John, I was in the middle of a class of twelve year olds, where I tried to explain the logic of how money became paper and all reason drifted away as I tried to come to terms with the meaning of three words "TOD IS DEAD". How could this be? Tod, you were bullet proof, the number of times you were sick during your 30 years teaching in BCS could be counted on one hand.

The lunch times when you discussed your dreams of boats, sunny climes and good living. Your enthusiasm was infectious, we all secretly dreamed those dreams with you, as we turned back into a gray January afternoon "ah well, only three to go, what class do you have Tod? ..... "The three princesses" he mutters darkly.

You found your heaven on the coast of Lagos, with grand plans of voyages of discovery beyond the Rock of Gibraltar, or down the coast of Morocco, following Magellan's star. I know that some evening, as I watch the sun go down over Lough Derg, from the deck of my boat, I'll see a lone cloud drive across the multicoloured horizon, and I'll make out your silhouette, nose to the wind, as you guide your craft toward the first of the evening stars.

Old mariners never die, they only sail away.... Only sail away.

# RMA News

It's great to see the stretch in the evenings after the Christmas period. It gives one a lift especially after the bad weather, what with all that snow and ice. Were you house-bound? Did you have cabin fever? Well if you did, we have just the remedy for it with our spring break, but more about that later.

Some of you are feeling sore about other matters, especially those who with honesty and integrity forfeited their medical card to find that they not only lost the benefit of the card, but now have to pay the income levy as well. There is also some confusion regarding the PRSI K I class. As I mentioned in the last TUI News, those who are over seventy do not pay this. I have also been informed by a member that anyone in receipt of a widower's or widow's pension are not required to pay this either.

We have been spared the cut in pension that ought to have followed on the salary cut arising from the Budget. While this is welcomed by most people we would not be happy if this was followed by a separation between salary and pension in future pay agreements. As I mentioned in the last TUI News, the committee of the RMA have informed the executive committee of the TUI that we are not in favour of such a separation. Your response to that statement is encouraging in that we have made the right decision.

Many teachers are anxious about the current situation and are



Retired members of Co Sligo TUI at a presentation with Mr Don Ryan President TUI on Thursday 12th November 2009. Back Row: Maurice Meade, Don Ryan, Nicholas Ryan, John Henry, Tom Rodgers. Front Row: Michael White (Area Rep), Christy Gallagher, Roisin Oldfield, Brid Tighe Wife of Vinnie Tighe, Pat McDonagh

contemplating retiring soon. Please note that the TUI is organising a pre-retirement course in March, details of which are on the website. It is important for teachers considering retiring to get as much information as they can before making the decision. Before retiring you have choices; after retiring you don't.

A lot of people have had a review of how they view life following on the change of circumstances in our society. So much was taken for granted that the good times would roll on and on. People became selfish and indifferent to the needs of others, everyone for themselves. Suddenly we seem more fragile and less in control and then we look at the situation in Haiti and see how lucky we are and our problems seem a little less major. Some of you may have read the article in the Irish Times on Thursday 7th January written by Malcolm Quigley headed "Schools in developing countries crying out for experience" and stating that "Retired

teachers can give something back to developing countries". Malcolm is director of VSO Ireland and is appealing for volunteer teachers to serve in developing countries. Full details are available on the website [www.vos.ie](http://www.vos.ie)

The good news is that we have arranged a superb Spring break for Carrick-on-Shannon on 23rd, 24th and 25th March in the Landmark Hotel. The cost is €235 per person for full board with a €10 supplement per night for single rooms. This is a four star hotel fronting onto the river Shannon and adjacent to the town. We are also organising a trip to Strokestown House and to Enniskillen. We will also have a cocktail demonstration to add a little cheer. An application form is available on the TUI website, alternatively contact me and I will send you one.

*Christy Conville*  
Secretary.



# Meet the candidates

## TUI Election for Vice-President

*There are two candidates for the position of Vice-President. Ballot papers issued February 10th to be returned by March 9th.*

See note on completion of ballot envelope on page 7

**Tom Creedon** began his career as a part time teacher of Science and Maths in the City of Cork VEC, and now teaches Computing in the Waterford College of Further Education. He has been active in the TUI for thirty four years, and has ten years experience on the Executive Committee.

He has served as Waterford City Branch Chair and Secretary several times and is currently Branch Equality Officer, and a member of the TUI Equality Council. He has worked as a tutor on TUI training courses, and was President of the Waterford Council of Trade Unions from 2004 to 2006.

Tom is Chair of two TUI Sub Committees.

The Organisation and Training Committee is charged with making the Union more relevant and useful to members, providing training for activists, and with revitalising the TUI at all levels.

The Further Education Committee is concerned with defending the conditions of members in PLC Centres and in VTOS, Youthreach, and Adult Education.

As Vice President Tom will work to ensure:

- Defence of teachers' pay and conditions
- Resistance to attacks on the public service
- Lifting of the embargo on the appointment and promotion of teachers
- Proper professional contract conditions for members in Third Level, Youthreach, VTOS, Education Centres, and Second Level Schools
- Ensuring an Operational Framework for Youthreach which respects and enhances the professionalism of teachers
- Removing the cap on PLC student numbers, and the provision of appropriate working conditions for PLC teachers on the basis of the McIver Report recommendations.



TOM CREEDON

Tom's message is:

I believe that I have the necessary experience, ability, and commitment to effectively articulate and defend the interests of members, and have earned a reputation for diligence and success in dealing with their concerns.

My commitment to you is that, if elected, I will do my best to ensure that the TUI has the decisive and skilful leadership which our Union needs.

## Denis Magner

for Vice-President TUI

"Individual commitment to a group effort - that is what makes a team work, a company work, a society work, a civilization work".

-Vince Lombardi

Reared and educated in Cork, Denis is a teacher of Maths and Science in Tullamore College. On becoming a teacher, Denis joined the Union and became an active participant in the activities/work of the Union. Denis has been a Branch Officer of the Union since 1974 and has held the positions of Branch Chair, Treasurer and TUI representative on Offaly VEC as well as School Rep. Denis has served on the Board of Management of Community Schools, Community Colleges and Vocational Schools. This experience has provided Denis with a strong sense and appreciation of issues at grass roots level and enhanced Denis' professionalism in this area of work.

Presently, Denis serves as TUI representative of Area 2.

He has gained huge experience over this period; being involved and dealing with a range of issues in the following areas: Second Level Education, PLC Provision, Youthreach Provision, VTOS, Basic and Further Education Provision, Prison Education and Travellers Education; allowing him to gain invaluable experience and skill in the area of conflict resolution and negotiation.

Denis has demonstrated huge commitment, dedication and professionalism; with the support of Head Office of TUI, in helping resolve/manage these issues. Along the way Denis has developed positive working relationships with colleagues, managers and other key players.

Denis is privileged to hold the position of Honorary Treasurer (Officer) of TUI and participates in a number of sub committees at national level.



DENIS MAGNER

Priorities as Vice-President:

- Firm resistance to any pay cuts
- No deterioration of conditions of service
- Removal of moratorium on promotions and appointments
- Restoration of parity between pay and pensions
- Protecting jobs and securing proper contracts

Exercise Your right –  
Vote Denis Magner For Vice-President