

Croke Park Hours

TUI's Frequently Asked Questions



1. What has changed in relation to Croke Park Hours?

The Senior Cycle Redevelopment Agreement (the Agreement), accepted by TUI following a ballot in May 2025, contains a package of measures designed to support the implementation of the Senior Cycle Redevelopment programme in schools and the related curriculum development, assessment and teacher professional learning processes.

One such measure is the reconfiguration, on an interim basis - pending a review currently being undertaken under the auspices of the Teachers' Conciliation Council (TCC) - of the operation of the whole school component of the Croke Park Hours arrangements as applicable to teachers in the Post Primary sector.

2. What does this mean for TUI members?

As the TUI has accepted the Senior Cycle Redevelopment Agreement there will, for members of the TUI, be a rebalancing of the 33 Croke Park school hours, for members of the TUI, by allocating:

- 19 (of the overall total of 33) hours for whole-school commitments (e.g. school planning days, open night, etc.) as provided for in [Circular 0025/2011](#) and
- 14 hours for teacher led activities to be conducted on a non-whole school, high trust basis.

This involves an increase of 4 (i.e. from 10 to 14) in the hours for teacher-led activities and a corresponding reduction of 4 (i.e. from 23 to 19) in the hours for whole-school commitments.

3. Can school management refuse to allow/allocate 14 hours for teacher-led activities?

No. Under the collective agreement, 14 hours must be allocated to members of the TUI.

4. When does this rebalancing take effect?

It takes effect, retrospectively, from the start of the 2025/26 school year, and school management must fully comply with it.

5. Does this development apply to all teachers?

No. It does, however, apply to **all relevant TUI members**.

As the ASTI did not accept the Senior Cycle support measures, the existing configurations of the Croke Hours shall continue to apply to members of the ASTI i.e. CL45/2016 and CL48/2017 will continue to apply to those teachers.

However, as the support measures have been accepted by members of the TUI, teachers who are members of the TUI are entitled to the benefits.

6. How will school management know if these new measures (i.e. 14 hours for teacher-led activities) apply to me?

Each teacher employed in a school is requested to return a completed declaration as set out in CL68/2025 to their school principal by 7th October 2025.

Where no declaration is received by that date, the pre-existing arrangements in respect of Croke Park Hours (as set out in CL45/2016 and 48/2017) shall apply to that teacher.

Where a teacher opts to cease their membership of either the ASTI or the TUI; or where a teacher not currently a union member joins either Union; all such changes of status will require the completion of a new Declaration in accordance with CL68/2025.

Any teacher newly employed in a school after 7th October must complete the Declaration within two weeks of commencing employment with the school.

7. I teach in a dual union school; can management decide not to change the (Croke Park hours) calendar this year, in deference to those teachers not in the TUI?

No.

As a TUI member you are entitled to benefit from the agreed support measures now, in this school year, owing to the acceptance by members of the TUI of the SCR support measures. You should approach management and advise them of your

entitlement under CL68/2025. Should management refuse to give TUI members their entitlement, you should contact your local branch/Area Representative/TUI Head Office without delay.

8. Can school management decide not to rebalance the Croke Park hours in the 2025/2026 school year on the basis that the calendar has already been decided?

No.

The Department has issued a Circular Letter (68/2025) which clearly states that the rebalancing of the hours must apply to all TUI members. The Department of Education and Youth therefore has directed schools to implement the terms of the Circular Letter.

9. School management has refused to allocate the 14 rebalanced hours. What do I do?

In such a scenario, the TUI must be advised immediately as such a refusal by management is a breach of a collective agreement. It also amounts to a refusal to follow an instruction of the Department.

10. I am pro rata; do I also get to work the 14 hours on a high trust basis?

Croke Park hours are applied on a pro-rata basis to teachers on part-time hours. Therefore, the 14 hours will be pro-rata for part-time teachers. For example, a full-time teacher (i.e. paid for 22 hours) gets to avail of the 14 hours. If you are paid for 11 hours a week you get to avail of 7 hours.

11. What does high trust mean?

High trust means that you are not required to provide school management with documentary evidence for your use of the 14 teacher-led hours.

For clarity, each whole-time teacher is entitled to undertake 14 of the 33 hours at a time of their choosing, using their own professional discretion.

12. What can the 14 hours be used for?

This time will include collaborative activities and co-operation amongst teachers and will be used, amongst other things, to support:

- Subject department planning and curriculum design
- Development of new learning resources
- Participation in additional Continuing Professional Development (CPD)/ Teacher Professional Learning (TPL), including that related to SCR
- Work related to embedding formative assessment practices

Decision in this regard rests with individual teachers on a high trust basis. It would be good professional practice for teachers to keep agendas and minutes of any such meetings. Teachers should also keep any Certificates attained by attendance at CPD events.

13. I am a new teacher and unsure what the Croke Park Hours commitment is and where the Croke Park hours emanated from?

Under National Pay Agreements including:

- Public Service Agreement (aka 'Croke Park Agreement') and continued under:
- Haddington Road Agreement (HRA)
- Lansdowne Road Agreement (LRA)
- Public Service Stability Agreement (PSSA)
- Building Momentum Agreement
- Public Service Agreement 2024 - 2026

an additional 33 hours per annum (Croke Park Hours) was required of teachers to facilitate,

- School Planning & Policy Development
- Staff Meetings
- Additional Parent Teacher Meetings
- Continuing Professional Development

14. When is the school calendar for Croke Park hours generated?

The calendar for a school year is generated before the end of the school year. Therefore, in May 2025, the calendar for the use of 23 whole school hours in the next academic year (2025/2026) was to be agreed by staff, after consultation and consensus (as appropriate).

However, owing to the acceptance by the TUI of the Senior Cycle Support Measures the hours available on other than a whole school basis has been increased from 10 hours to 14 hours and the number of whole-school hours correspondingly decreased from 23 to 19.

Therefore, if your agreed calendar of usage of Croke Park hours does not provide for 14 hours on other than a whole school basis, the consultation must take place again and the calendar must be adjusted to ensure that the number of whole-school hours does not exceed 19.

This adjusted calendar can then subsequently be changed in exceptional circumstances only and can only occur following consultation and consensus (as appropriate). A staff meeting must be called for the purpose of considering and responding to a written proposal to change the agreed calendar. Any such change in the calendar can only be in respect of the 19 whole school hours.

15. What does hours on ‘a whole-school basis’ mean?

The provisions of the Croke Park Agreement provided for a commitment of an additional 33 non-teaching hours per school year for teachers working in Post-Primary and Further Education settings. The terms of the agreement became operative for schools in February 2011.

The TUI has now negotiated an increase to 14 (of the 33 hours) that can be used on other than a whole-school, teacher-led basis based on the professional judgement of each individual teacher. Consequently, 19 hours remain to be used on a whole-school basis.

Circular Letter 25/2011 sets out the initial mechanism for scheduling those 19 hours:

Paragraph 3 of Circular Letter 25/2011 states:

1. *(a) School management may designate the usage of the... hours in blocks of 1 or 2 hours (save in the case of additional parent/teacher meetings where the existing time provisions set out in Circular M58/04 will apply). Except as set out at (b) below, these will be scheduled over the course of the 167¹ day school year and the time period should be scheduled outside the normal school hours.*
2. **(b) Where there is a consensus among the school staff to so do, school management may utilise all or part of the hours in question outside of the 167² days during which the school is open for tuition. Similarly, where there is a consensus, school management may utilise all or part of the hours in blocks of more than 2 hours over the course of the 167* day school year. In such event, the time period should be scheduled outside the normal school hours.**

It should be clearly noted that consensus is required for scheduling any and all blocks of hours exceeding 2 hours.

Where the hours do not exceed 2 hours, consensus is not required, although expected and best practice is that the scheduling involves consultation with the teaching staff.

The circular also sets out the requirement that the school calendar (for use of the 19 hour, whole-school component of the Croke Park hours) be issued to staff at the commencement of the academic year (paragraph 8):

“The usage of the additional hours will be outlined as appropriate in the school calendar which is made available to the school community at the commencement of each school year.”

¹ Reduced to 166 days with effect from 2022/2023 school year owing to the additional bank holiday

² 166 days with effect from 2022/2023 school year owing to the additional bank holiday

Typical activities carried out on a whole-school basis include supplementary parent/teacher meetings, CPD for the whole staff, supplementary staff meetings, open nights/days etc.

Owing to the delay in the issuing of CL68/2025 (that mandates 14 hours on a high trust, non-whole-school basis) a new calendar will now have to be generated in schools for the current (2025/2026 school year) to ensure that all TUI members have access to 14 hours on a high trust basis.

16. If the school day ends at 4pm and a Croke Park staff meeting is scheduled for 2 hours after school, when should it commence?

In line with CL25/2011, such meetings should be scheduled outside of normal school hours. If your normal school day ends at 4pm then your Croke Park commitment commences at 4pm.

17. What is Consultation?

The law defines consultation as an exchange of views and establishment of dialogue between employees, their representatives and the employer.

Therefore:

- being presented with decisions is not consultation.
- being told in advance what is about to happen is not consultation.

18. What is Consensus?

Consensus does not mean a simple majority and it does not confer a right of veto but is provided where general agreement and support has been fairly and transparently secured. Consensus is needed when management wish to use:

- all or part of the hours in blocks of more than 2 hours over the course of the 166-day school year or
- any or part of the hours (including any blocks of up to 2 hours) outside the 166-day school year.

19. How to achieve consensus at school level

- Convene a TUI school meeting.
- Circulate the agenda for this meeting in advance - to address the use of the 19 hours.
- At this meeting, conduct a vote of the TUI members present and voting as to whether to accept or reject each specific proposal requiring consensus presented by management.

- Record in writing the position of the TUI members (in relation to each specific proposal requiring consensus) as determined by majority vote at the TUI school meeting.
- Communicate the position of TUI members in respect of each such specific proposal (a) to all TUI members in the school and (b) to management.
- Advise members and management that where the TUI position in respect of any specific proposal is not to accept that proposal, then there can be no consensus to accept that proposal.
- *Note:* In dual union schools, following the TUI meeting, hold a meeting with the representative/s of the other union in relation to any proposal that requires consensus in order to inform them of the TUI position.

20. Sample Croke Park Calendar under the new measures

Set out below is an example of how the 19 whole school hours can be undertaken in a school. This example is illustrative rather than prescriptive.

Activity	Time Allocation
Whole-school planning day at the commencement of the school year	6 hours
Two additional parent-teacher meetings	6 hours (i.e. 3 hours x 2)
Buying out the "half in" element of staff meetings (see circular M58/04)	3 hours (equivalent to 2-hour meeting time and the specific break in advance)
Whole-school events (e.g. Open Night, Graduation Night Etc)	4 hours
Total	19 hours

***Leaving 14 hours for teacher-led activities on a high trust basis e.g., $33 - 19 = 14$ ***

21. Part-time and Job-Sharing Staff

Job-Sharing and part-time staff have a pro-rata obligation in respect of the Croke Park hours.

Job-sharing staff are expected to

- Be present for 9.5 hours of whole-school Croke Park hours (i.e. 19 divided by 2) and
- Undertake 7 Croke Park hours on 'other than a whole school basis' (i.e. 14 divided by 2).

Part-time staff have a similar pro-rata obligation, dependent on their contracted teaching hours. For example, if a teacher is contracted to teach 15 hours per week, their Croke Park Hours commitment will be:

- 19 divided by 22, multiplied by 15 = 13 hours on a whole-school basis and
- 14 divided by 22, multiplied by 15 = 9.5 hours on a non-whole-school basis

Total commitment in the above example would be 22.5 hours (out of the 33 hours).

22. The Croke Park Hours commitments should be considered in conjunction with those set out in Circular Letter M58/04: Arrangements for Parent/Teacher and Staff Meetings. What does this mean?

Circular Letter M58/04 provides the following arrangements for Parent/Teacher and Staff Meetings:

- One staff meeting per term
- Three formal parent/teacher meetings per year

Circular M58/04 requires teachers to engage in 12 additional hours (i.e. these are separate to and in addition to the Croke Park commitment).

Under M58/04, classes end 15 minutes early for Parent Teacher meetings; teachers then take a 30-minute break. Under M48/04, Parent Teacher meetings commence at 4.15 pm and conclude at 6.45 pm. Adjustments can be made for different school closure times. These meetings are mandatory. Therefore, staff, particularly job sharers and part-time teachers need to have those identified on the calendar as hours being worked under M58/04.

23. How will I know if a meeting has been scheduled under M58/04 or as part of my Croke Park Hours commitment?

The school calendar must clearly show the origins of the additional hours i.e. state which meetings are scheduled from the Croke Park commitment and which are scheduled from Circular M58/04.

24. I teach Senior Cycle in a setting other than Post-Primary, does the re-balancing of Croke park Hours apply to me?

Yes.

The Department confirmed in Information Note 03/2023 that “*Circulars issued by the Department in relation to terms and conditions of registered teachers employed in recognised Post Primary Schools apply generally to registered teachers employed as teachers by ETBs in other further education settings (PLCs, Youthreach, Adult Ed etc.)*”. Therefore, if you deliver Senior Cycle in a FET setting you are also entitled to the re-balancing of the Croke Park hours.

25. Where can I find the Circular Letters referred to in this FAQ?

For full details on the Croke Park Hours, see Circular Letters 25/2011, 43/2014, 45/2016 and 48/2017 and 68/2015.

Circular 25/2011 - [https://www.tui.ie/ fileupload/CL%2025%202011.pdf](https://www.tui.ie/fileupload/CL%2025%202011.pdf)

Circular 43/2014 – [https://www.tui.ie/ fileupload/cl0043_2014.pdf](https://www.tui.ie/fileupload/cl0043_2014.pdf)

Circular 45/2016 - [https://www.tui.ie/ fileupload/cl0045_2016.pdf](https://www.tui.ie/fileupload/cl0045_2016.pdf)

Circular 48/2017 – <https://assets.gov.ie/static/documents/81ba46b0-00432014-.pdf>

Circular 68/2025 -
https://assets.gov.ie/static/documents/79729e8d/Circular_0068_2025.pdf

Circular M58/04 - <https://circulars.gov.ie/pdf/circular/education/2004/M58.pdf>

Information Note 03/2023
- <https://assets.gov.ie/static/documents/etb-information-note-00032023.pdf>

