



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

VOL.47 / NO.4

April 2025

TUI ANNUAL CONGRESS 2025

TUESDAY 22ND TO THURSDAY 24TH APRIL, WEXFORD



A Word from the President - David Waters

CONTENT

- p.2 A Word from the President
- p.4 New report on DEIS programme makes clear case for increased investment
- p.6 20% of schools drop subjects: latest PDA survey findings
- p.8 Annual Congress 2025 reminder
- p.9 TUI in the media
- p.12 Report on Resolutions of Annual Congress 2024 and actions taken
- p.34 Salary scales with effect from 1st March 2025, incorporating 2% increase (or €1,000, whichever is greater)
- p.38 Remembering Jim Cooke
- p.39 RMA News
- p.40 Crossword with €250 prize

Colleagues,

It has been an extremely work-intensive opening quarter of 2025 and we continue to campaign across a range of important issues on your behalf.

SENIOR CYCLE

Due to the lunchtime protest in November, the TUI, the ASTI and the Department have commenced intensive talks to address the concerns of our members around the accelerated pace of Senior Cycle Redevelopment. This critical issue may well have developed further by the time you read this – keep an eye on the TUI website and on communications to workplaces and branches from head office. Our position throughout this campaign has been clear and consistent – we want to maintain education standards and fairness for all students.

VOLUNTARY SECONDARY SCHOOLS

There is a meeting arranged for early April with the JMB to discuss a range of longstanding issues for TUI members in this sector.

ANNUAL CONGRESS 2025

Annual Congress will, as always, be a hugely important three days for the TUI. The event shows the dedication of Union activists across the sectors, from all parts of the country, as they meet to set TUI's agenda for the year ahead. That delegates are willing to give up their holidays to attend and engage on key issues that affect the profession speaks volumes. Personally, I'm looking forward to seeing both old and new faces in Wexford in what will be my last Annual Congress as TUI President.

In this TUI News, you will find a full report on the progress made on the resolutions passed at Annual Congress 2024.

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Printed by:
Typecraft Ltd
www.typecraft.ie



DEIS REPORT FINDINGS

In February, we launched an extremely important report on the DEIS programme that the TUI commissioned the think tank TASC to conduct. The report findings will help us to campaign for increased, targeting resources for these education settings. No teacher working in a DEIS school needs to be reminded that it is disadvantaged students who miss out the most due to inadequate education budgets and poor school facilities. For those who are interested in more details, the full report can be found on the TUI website.

LATEST TEACHER RECRUITMENT AND RETENTION SURVEY FINDINGS

The latest PDA recruitment and retention findings show that the crisis has not improved, despite the lip service regularly paid by Government and the occasional announcement or re-announcement of an ineffectual sticking plaster measure. It is scandalous for a country of our resources that 20% of schools have been forced to drop subjects. A whole generation of students are losing out as a result of this Government's inaction. We will continue to vigorously campaign for positions of full hours from initial appointment, more promotional posts, a halving in duration of the two-year PME and incremental credit for those returning from teaching in jurisdictions such as Dubai and Australia.

THIRD LEVEL

Due to the actions of the former Minister of FHERIS, who

inappropriately announced more management grades at differential pay levels and interfered with the WRC process, the TUI has been left with no option but to refer the matter to the Labour Court for resolution. Further updates will be provided to branches as they become available.

At the time of writing, after exhaustive engagements with the Department and management, the interpretation of the Cush Circular Letter has been referred to the WRC.

FURTHER EDUCATION

Engagement with ETBI due to the ballot of members earlier on in the year is ongoing. These discussions are designed to address the local list of concerns that the TUI has consistently raised. The talks have resulted in progress in some areas however a large amount of work remains.

YOUTHREACH

The TUI and the Department have contacted the WRC to reconvene on aligning the Youthreach calendar with that of second level. The Department has been conducting their own research on the matter, and we are hopeful for a productive engagement when we next meet. We are currently waiting on the WRC to confirm a date.

ADULT EDUCATION

The TUI is hearing reports that certain ETBs have progressed much further with the Tutor conversion process, and some have not progressed at all. This is a national agreement with the DFHERIS and the TUI and all ETBs must adhere to it – they do not have



TUI PRESIDENT, DAVID WATERS

discretion in relation to this. We are currently engaging with each ETB locally to resolve this.

BREAKING OF THE CEASEFIRE IN GAZA

TUI is horrified by resumption of the Israeli bombing of Gaza and the resulting abhorrent slaughter of more innocent children. We call again for an immediate ceasefire, the full provision of aid to Gaza and the release of hostages.

SETTING OUR AGENDA

I hope that you all enjoy the upcoming Easter break and I look forward to the robust but respectful engagement at Annual Congress in Wexford that will set TUI's agenda for the next year.

New research makes strong case for increased, targeted resourcing for DEIS programme



New research examining the Delivering Equality of Opportunity in Schools (DEIS) programme has identified the need for increased supports across a range of areas.

The study highlights DEIS's role in boosting student outcome and social mobility while identifying problematic issues such as resource inequities, stigma and the need for administrative support to reduce heavy teacher workload.

The report, which was launched in Dublin in February, recommends the introduction of a tiered funding model that would ensure that all school communities receive the supports that they require.

The research was commissioned by the TUI and conducted by the Think-tank for Action on Social Change (TASC), combining quantitative data from surveys of 227 teachers and 49 school leaders with qualitative insights from teacher focus groups and interviews with school management.

Sandra Howard (TUI), TASC's Dr Sara Singleton and TUI Education/Research Officer David Duffy at the report's launch



NOTABLE IMPROVEMENTS

The DEIS programme has led to notable improvements in outcomes for students from disadvantaged backgrounds, and the report makes clear that teachers in these schools find their roles personally rewarding, particularly in supporting vulnerable students. 62% of teachers in DEIS schools agreed that the programme improved access to higher education, while 73% saw enhanced access to further education.

However, it is of serious concern that most teachers believe class sizes are still too large, while the fact that 33% of respondents in DEIS schools describe science labs and sports facilities as being 'poor' or 'very poor' is unacceptable for a country of our resources.

'TIERED FUNDING MODEL'

'In terms of the report's recommendations, the introduction of a tiered funding model to match specific school needs would allow for greater autonomy, as no two school communities are the same,' said TUI General Secretary Michael Gillespie at the launch.

'Similarly, there would be significant and obvious merit in prioritising resources to achieve smaller class sizes in DEIS schools and also to reduce the burden of unsustainable teacher workloads.'

'The TUI has called for such further resourcing for a number of years, and in our interactions with the new



TUI General Secretary Michael Gillespie, TASC's Dr Sara Singleton, TUI President David Waters and TASC's Mike Jennings at the report launch



Left: Dr. Lorraine Gilleece (DCU) at the report launch



Right: Julie Ahern, Children's Rights Alliance at the report launch

Minister, we will be urging that the achievements of the DEIS programme are further built upon through additional, targeted investment.'

Dr Sara Singleton, Head of Public Education & Senior Researcher for Social Inclusion, TASC said that DEIS schools 'play a pivotal role in addressing the deep-rooted inequalities present in Irish society. By supporting students from disadvantaged backgrounds and providing them with the resources and opportunities they might otherwise lack, these schools are vital in breaking cycles of poverty and inequality. However, despite these efforts, educational inequality cannot be viewed in isolation from broader societal inequities.'

TACKLING STIGMA

She said that the persistent stigma attached to DEIS

schools remains one of the most prominent challenges. Negative stereotypes about students' abilities, often rooted in assumptions of their socio-economic background, hinder both their academic progress and the professional esteem of their teachers. These perceptions affect student confidence, enrolment patterns, and public support for DEIS initiatives. Addressing this stigma through public awareness campaigns that celebrate the achievements of DEIS schools, alongside better recognition of the contributions made by teachers in these settings, is essential to combat these misconceptions.

'Overall, addressing the challenges identified in this research requires a collaborative effort from policymakers, educators, and other stakeholders,' Dr Singleton said. 'The recommendations outlined in this report—from increasing funding transparency and improving professional development opportunities to addressing stigma and reducing administrative burdens—are essential to ensuring the continued success of the DEIS programme in helping to overcome the complex and interconnected issues of educational and societal disadvantage.'



Educators' Perspectives on the Challenges, Successes and Opportunities of the DEIS Programme, a report commissioned by TUI and carried out by TASC can be downloaded from the TUI website.

20% of schools drop subjects as just 3% believe Government doing enough to tackle recruitment & retention crisis

The teacher recruitment and retention crisis in Irish second level schools is worsening, according to the findings of a new survey carried out in 111 schools by the Principals' and Deputy Principals' Association of the TUI.

The TUI is calling for urgent action from the new Minister to ensure that schools can continue to put qualified teachers in front of classes and that students have access to the full breadth of subjects. Secure jobs of full hours and career progression opportunities are essential measures required to tackle the crisis.

The Union has said that the current crisis is another valid reason to delay the rushed pace of implementation of Senior Cycle redevelopment, which risks undermining both educational standards and fairness for Leaving Certificate students. The implementation timeframe was accelerated by the previous Minister for Education.

The survey of principals and deputy principals in 111 second level schools was carried out between September and November last year and represents a strong sample of the sector's approximately 730 schools.

KEY FINDINGS

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

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

20% stated that they were forced to drop subjects due to the crisis

43% stated that they had been forced to restrict/limit student access to subjects due to the crisis

75% had a situation in the previous six months where no teacher applied for an advertised post

93% stated that their schools have experienced teacher recruitment difficulties in previous six months, with 58% experiencing teacher retention difficulties over same timeframe

68% stated that a teacher accepted a position in their school only to later reject it for a position elsewhere

60% stated that they had lost teachers subsequent to the setting of the year's timetable

79% said that they had used second-year PME students in the previous year to alleviate teacher shortages

64% responded that they have unfilled vacancies due to recruitment and retention difficulties

3% said they believed enough was being done at Government/Department level to tackle the crisis

84% answered that they believed more could be done to address barriers that might be discouraging Irish teachers who live in other jurisdictions returning to teach in Ireland (e.g. Addressing bureaucratic impediments/delays, recognising incremental credit)

Annual Congress 2025

22nd – 24th April 2025

Annual Congress 2025 will take place at Clayton Whites Hotel, Wexford

Full details have issued to branches.

Key addresses will be streamed online – keep an eye on www.tui.ie for updates



TUI in the media

TUI has been active in the national media on a number of key issues. A summary of some is set out below.

Rushed pace of Senior Cycle redevelopment

On Newstalk's Breakfast programme on 18th February, TUI General Secretary Michael Gillespie set out the risks to the integrity of the Leaving Cert posed by the accelerated pace of Senior Cycle redevelopment.

Michael Gillespie was also interviewed on RTE's Six News on 5th February in relation to concerns around Senior Cycle redevelopment.

TUI-commissioned report on DEIS programme

TUI General Secretary Micheal Gillespie outlined the key findings of the TUI-commissioned report on the DEIS programme carried out by the TASC think tank on RTE's Drivetime on 10th February. The report was also widely covered in the Irish Times, the Irish Examiner and across a range of regional radio stations.

Recruitment and retention crisis – new survey findings from TUI's PDA

The latest findings of the TUI PDA's recruitment and retention crisis received significant coverage on 30th January.

The findings featured on the front page of the Irish Times. TUI President David Waters was interviewed on Newstalk's Breakfast programme, while General Secretary Michael Gillespie was interviewed on RTE's Drivetime and PDA President Michael Murphy was interviewed on Newstalk's The Pat Kenny Show.



David Waters outlined the Union's concerns on Virgin Media News, particularly in relation to teacher shortages at a time when the pace of Senior Cycle redevelopment has been rushed.

Trade Union Week 2025 (28th April to 2nd May)



Trade Union Week 2025 takes place in workplaces and local communities between Monday, 28th April and Friday, 2nd May.

If you are interested in organising an event for your workplace for Trade Union Week, you should seek approval for funding in advance from your local TUI branch. Branches are encouraged to support such events.

For example, members could arrange to buy cakes/confectionary for staffrooms one morning during Trade Union Week to celebrate the importance and value of the trade union movement.

Please share any events or gatherings with us on social media!

Why you as a
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REPORT ON RESOLUTIONS OF CONGRESS 2024 AND ACTIONS TAKEN

MOTIONS CARRIED

A. Third Level

A1. Apprenticeships

3 TUS Athlone/Limerick Colleges

Congress instructs the Executive Committee to seek a categorical assurance that the responsibility for the delivery of the phases 4 and 6 of apprenticeships remains solely the purview of the technological university/institute of technology sector and to seek public, written, commitments from all relevant parties in this regard.

This issue has been raised by the TUI at meetings of the Education and Training Boards Industrial Relations Forum. The position of the TUI has been noted by the official side and by the other unions who represent members in the sector e.g. SIPTU.

This issue has also been raised in bilateral discussions with all relevant stakeholders and we have received the required assurances. It was confirmed in the Union's engagement with SOLAS that ETBs will not be involved in the delivery of Phases 4 and/or 6 save in accordance with the very limited, legacy instances that have applied in Post Leaving Certificate provision in Cork ETB and Dublin & Dún Laoghaire ETB.

1 MTU Kerry

Congress notes that there are an increasing number of programmes outside of standard (semester based and full-time) academic calendars (e.g. apprenticeship blocks) on which members of the TUI deliver. Congress instructs the Executive Committee to act to protect the terms and conditions of such members, e.g. annual leave.

This motion was considered by the Apprentice Working Party and information was sought from Branches. The issue has been resolved locally in all but one of the TU's/loTs. The AWP will shortly draft guidance and recommendations on this issue which will be considered for dissemination by the Executive Committee.

2 Dundalk IT

Congress instructs the Executive Committee to lodge an immediate claim for the upgrading of Section Heads currently at Lecturer Grade to Senior Lecturer 1 given the increased level of responsibility that Section Heads now have especially on Apprenticeship Programmes.

As a cost-increasing claim, this would be viewed as proper to the Local Bargaining provision of the current national agreement 2024 -26 and is under consideration by the Union in that context.

A2. Conditions of Service - Third Level

11 ATU Sligo

Congress instructs the Executive Committee to insist the management of technological universities cease taking decisions to cut programmes or remove electives in various schools and disciplines without programmatic review, evaluation or consultation with the staff teaching/researching on these programmes. Furthermore, Congress instructs the Executive Committee to negotiate an agreement with management of Technological Universities to immediately halt any further unilateral decision-making in relation to termination of programmes pending a proper process of programmatic review across programmes and proper consultation and agreement with our members and in compliance with the Technological Universities Act 2018 and in compliance with MoU commitments to regional provision.

The TUI has continued to engage with managements in the TUs and loTs in relation to adhering to appropriate academic processes, including programmatic review, and has sought to negotiate relevant agreements in that regard. When required, the TUI has utilised the grievance procedure to insist that decisions on whether or not programmes should continue and/or on programme content be subject to appropriate academic governance.

15 ATU Galway-Mayo

Congress instructs the Executive Committee to negotiate a national agreement for a progression from Lecturer to SLI posts.

As a cost increasing claim, this would be viewed as proper to the Local Bargaining provision of the current national agreement 2024 -26 and is under consideration by the Union in that context.

10 TUS Athlone/Limerick Colleges

Congress reaffirms the position that the TUI will only negotiate terms and conditions of service for any and all grades represented by this Union on a national, sectoral basis. Having affirmed this, Congress now instructs the Executive Committee to ballot members for industrial action up to and including strike action, in any and every case where a TU/loT attempts to implement any academic contract(s) that have not been nationally agreed and/or where a TU/loT seeks to implement any contract(s) that seek to undermine or displace existing nationally agreed contracts of represented grades. Congress further instructs the Executive Committee to require that no further local engagement or agreement can be permitted or actioned where that local agreement is prejudicial to nationally agreed contracts.

The establishment of the Technological Higher Education Industrial Relations Forum to address terms and conditions of service for Academic Grades is covered elsewhere in this Annual Report. Any attempt by TUs/loTs unilaterally to implement changes locally have been addressed and, where required, referred to the forum and/or the Workplace Relations Commission (WRC).

5 MTU Kerry

Congress notes the publication of the OECD Report "A Review of Technological University Academic Career Paths, Contracts and Organisation in Ireland" which was published on the 16th of December 2022. Congress instructs the Executive Committee to take all necessary steps to prevent the replacement of lecturer-student contact time by the use of other grades e.g. teaching assistants, tutor/demonstrators.



The establishment of the Technological Higher Education Industrial Relations Forum for Academic Grades is covered in the Annual Report. As well as engaging with local TU/loT management through the agreed local forum and/or using the grievance procedure, the TUI will, whenever necessary, utilise the National Forum to prevent the erosion of lecturer-student contact time.

16 Dublin Colleges

Congress instructs the Executive Committee to begin negotiations with the Department of Higher and Further Education, Research, Innovation and Science for the creation of a proper career structure such as exists in the traditional universities. In particular, we seek an increase in the percentage of positions at senior lecturer level or higher with a view to reach parity by 2030.

By the end of the year, such negotiations had not commenced. When they do commence, the TUI will seek a significant increase in the percentage of promoted positions (senior lecturer etc.) in the context of an enhanced career structure. In that context, the Union will have regard to best practice exemplars, be they drawn from the legacy universities or elsewhere. The Union will of course also retain focus on stability of contract and will oppose precarity (such as is prevalent in some existing universities). The TUI will consult with members in relation to any negotiations.

7 ATU Donegal

Congress instructs the Executive Committee to immediately and strongly re-assert the rights of Union Members in regard of the Cush Report (Circular 0041/2016). Third level branches are seeing systematic attempts by the Technological Universities to undermine the nationally agreed principles and established practice of the Cush Report with the consequence that the casualisation of Union members is increasing across the sector and the mechanism of progression to decent terms and conditions for those members is being undermined and nullified.

Specifically, Congress instructs the Executive Committee to:

- Protect the integrity and application of the Cush Report (Circular 0041/2016) in all available forums and
- Survey the third-level sector in detail

to establish the current level of casualisation of Union members and analyse the ways in which their rights are being undermined and

- Develop a TUI position that is consistent with the previous application of Cush and which takes account of the new Technological Universities and their formation from the legacy IOTs and
- Challenge the bizarre and grotesque interpretations of the application of the Cush Circular by the management bodies by lodging collective and exemplar grievances in relevant forums such as the WRC and its adjunct adjudication bodies.

Information was collated at local branch level and the TUI raised this matter at the National Forum. There was a huge gulf between the interpretation of the TUI and the management side. There was an attempt to resolve the issue through a Forum subcommittee but no resolution was agreed. The interpretation of the Cush Report has been referred to the Workplace Relations Commission (WRC).

19 TUS Athlone/Limerick Colleges

Congress instructs the Executive Committee to negotiate an improved career structure for all academic grades. Congress further instructs the Executive Committee that, in line with Rule 2 (ii) of this Union, it will not accept or vote upon any newly negotiated career structure for any represented grades which in any way involves or results in a reversion to a lower salary or diminution of existing terms and conditions for any member.

See motion 16 (above). The policy position set out in Motion 19 will be observed in any engagement.

6 TUS Athlone/MTU Kerry

Congress notes Motion 44 of Congress 2019 brought on behalf of the Executive Committee: "Congress notes the increasing use of online learning, blended learning and e-learning and the absence of a national sectoral agreement regarding conditions and safeguards that should apply to such models of delivery and learning. Congress instructs the Executive Committee to negotiate such a national sectoral agreement as a matter of urgency."

Congress 2024 instructs the Executive Committee to enter into negotiations for a national sectoral agreement for online teaching. Congress further instructs the Executive Committee to ballot third level members prior to the acceptance of a

national sectoral agreement.

The TUI raised this matter at the National Forum. Disagreement was recorded and the matter was referred to the Workplace Relations Commission (WRC). In the interim, the TUI continues to address issues regarding existing online policies locally.

A3. Researchers

26 TUS Athlone/MTU Kerry

Many researcher contracts are not adequate. There is no standard contract in the loT/TU sector and there are differences in the models employed. Congress instructs the Executive Committee to negotiate with DFHERIS

- a) a new nationally agreed contract for researchers which improves their conditions of service and
- b) an extension of this contract to existing researchers where this is of benefit to them.

If progress is not made on this by the end of December 2024, then members will be balloted for industrial action.

The TUI has continued to pursue the Union's claim in respect of nationally negotiated and national applicable pay scales, appropriate pension arrangements and other terms and conditions of researchers at the National Forum. The matter in relation to pension arrangements is currently under consideration by the Department of Public Sector Expenditure, National Development Plan Delivery and Reform (DPENDR). Further details in respect of the claim on behalf of researchers is set out elsewhere in this Report.

25 IADT Dún Laoghaire/Dundalk IT/TU Dublin Tallaght

Congress notes the decision of TUI negotiators, taken in good faith, to prioritise pension provision for our members who are researchers with discussion of other contractual matters to take place following resolution, which was expected in a relatively short timescale. Congress deplores the years of delay which have followed and instructs the Executive Committee that all matters covered by the TUI's original claim must now be progressed in national negotiations.

See motion 26 (above).

A4. Technological Universities

35 MTU Kerry

Congress notes the very significant workload that the merger of former Institutes of Technology and subsequent transformation to Technological Universities creates for branch officers and area representatives. Congress instructs the Executive Committee to demand that appropriate INTUC hours are allocated over appropriate timescales for TUI representatives to participate meaningfully on behalf of their members in negotiations with management.

Cognisant of the workload and commitment involved, the TUI continues to seek appropriate resourcing, including hours remission, to enable ongoing engagement at the appropriate levels and in the relevant fora by TUI representative in relation to the range of matters that arise from establishment of the Technological Universities.

30 TUS Athlone/Limerick Colleges/MTU Kerry

Congress notes the recent publication of the "TUI Policy and Strategy for the Technological University Sector". In particular, Congress notes the commitment that all campuses of a TU teach across levels 6 to 10, with some specialist level 9 and 10 programmes on specific campuses. Congress instructs the Executive Committee to protect the delivery of the full range of courses across all levels, on all campuses, in line with the spirit of the TU act.

The TUI continues to engage, both locally and nationally, in this regard. In particular, the Union engages with the Technological Universities and the IoTs to ensure their adherence to their responsibilities for regional provision and in accordance with their respective MoUs.

28 Executive Committee

Congress notes the legislative requirement that 65% of TU academic staff have qualifications at doctorate level. Congress also notes that management utilised doctoral equivalency processes to meet the requirements for designation. Congress asserts that management must apply the same equivalence used for designation, inter alia, to meet the 65% metric and for the purposes of all relevant legislation and terms and conditions of service (including but not

limited to: progression, promotion, supervisory responsibilities etc.). Accordingly, Congress instructs the Executive Committee to progress the doctoral equivalence claim for all academic grades in membership, in this regard.

The TUI has raised this matter at the National Forum. During the course of 2024, a sub-group of the forum sought the advice of Professor Tom Collins in relation to the Union's claim. At the time of writing, the TUI is re-framing its claim based on this engagement.

29 MTU Cork

Congress instructs the Executive Committee to ballot members to seek the issuing of a directive for phased national industrial action (where appropriate) up to and including strike action with effect from 1st October 2024 in the event that any consortium does not honour in full its commitments to TUI members that are required to be honoured by that time under an agreed Memorandum of Understanding between the relevant TUI branches and management.

The TUI applies this policy and balloted in January 2024 in relation to a failure by a Technological University to observe its responsibilities under the relevant MOU. This matter is covered more fully elsewhere in the Annual Report.

39 MTU Cork

Congress instructs the Executive Committee to negotiate with the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) for the automatic progression of lecturers to the post of Senior Lecturer 1 (Teaching).

See motions 2 and 25 (above). As a cost increasing claim, this would be viewed as proper to the Local Bargaining provision of the current national agreement 2024 -26 and is under consideration by the Union in that context.

34 Dundalk IT

Congress commends the work and commitment of the members of the TUI's Inter-Branch Negotiation/Engagement Technological University Committees (INTUCs), which have been vitally important in protecting the interests of Third Level members. Congress instructs the Executive Committee that:

1. The TUI will support the continued

operation of INTUCs and insist upon continued negotiation and engagement by Managements with them.

2. With regard to the restructuring of the sector, there must be parity of esteem for TUI Branches in the remaining IoTs regarding both the level of engagement with Management and participation in the TUI's consultation and decision-making processes.
3. The complexity of multi-campus TUs and of the negotiations and processes which are transforming the sector require the provision of engagement time for TUI participants; a key priority for the TUI must be negotiation of the provision of such time for TUI representatives into the future.
4. For the consistency of TUI negotiation positions and the future cohesion of the sector, INTUCs/Branches must be supported in sharing information and regular updates on their activities and the development of their TU/IoT.

The selection of each Branch's representatives on the relevant INTUC (or equivalent committee in an IoT Branch) is a matter for the decision-making processes of that Branch.

The TUI has continued to use the INTUC as the mechanism for engagement between TUI and management at the level of each Technological University (TUs). In both the Institutes of Technology (IoTs) and the Technological Universities (TUs) the Union continues to ensure that local engagement is consistent with the Union's position that sectoral development is a national issue, and must be led centrally. The establishment of a National Forum to address the Terms and Conditions of service (Technological Higher Education Industrial Relations Forum for Academic Grades) is covered in the Annual Report. The remit of that Forum covers all existing TUs and IoTs. At the time of writing, consultation with Branches is ongoing in relation to the Standing Orders for INTUC, taking account of concerns raised regarding the revised Standing Orders that issued in October 2024.

36 IADT Dun Laoghaire/Dundalk IT

Congress instructs the Executive Committee to reaffirm its commitment



to actively pursuing and ensuring TU designation for IADT and DkIT through the provisions of the Technological Universities Act 2018 and the principles outlined in the 2017 National Agreement between TUI, THEA and Department of Education.

This remains the TUI policy objective, to the achievement of which the Executive Committee is committed. The TUI continued through 2024 to use all available mechanisms to advocate for such designation. The TUI President wrote to the IADT President on the 14th August 2024 to seek clarifications regarding IADT's intention to gain TU status.

B. Further Education and Training

B1. Adult Education

41 Co. Donegal/Executive Committee

Noting the large increase of students with English as an additional language into the Further Education sector, Congress calls on DFHERIS to recruit additional Adult Literacy Organisers to help alleviate the burden of the resulting unmanageable increase in administration duties.

The Union has pursued this issue and some ETBs have recruited additional Adult Literacy Organisers.

B2. Assessment

61 Co. Carlow/Co. Longford/Co. Offaly (X2)/Tipperary NR

Congress instructs the Executive Committee to seek an improvement of payments for locally devised assessments with relevant bodies. The rates have not been updated in many years and the rates are only applicable to a limited number of modules. Congress further instructs the Executive Committee to negotiate a broadening of these payments to include all QQI modules at all levels.

The TUI brought this issue to SOLAS and is awaiting a response.

60 Co. Kerry

Congress instructs the Executive Committee to note the increasing amount of work involved in QQI assessment and to campaign to stop the overloading of colleagues in FET; seek to institute a national, no-nonsense system

for assessing QQI courses and to demand that colleagues are appropriately paid for all QQI work.

See motion 61, above. This issue has been raised by the TUI in its engagements with SOLAS. This is reported more fully elsewhere in this Annual Report.

62 Co. Kerry

Congress calls on the Executive Committee to seek the introduction of allowances for administrative duties associated with QQI marking and QQI awards (in line with SEC allowances).

This issue has been raised by the TUI in its engagements with SOLAS.

B3. Conditions of Service – FET

72 Executive Committee

Congress notes the lack of a centre/location re-assignment/transfer agreement that is specific to members within FET who teach in multi campus colleges/centres under the same roll number. Congress calls on the Executive Committee to engage in discussions with ETBI to produce a centre/location re-assignment agreement that specifically deals with multi campus locations. Pending such an agreement, Congress instructs the Executive Committee to insist on strict application of the terms of 1999 TUI/IVEA transfer agreement to any such locational assignments and robustly to represent, assist and protect the interests of any member whom an employer seeks to re-assign/transfer (for part or all of her/his hours) between campuses of a multi-campus FET college.

The TUI has insisted on strict application of the terms of the 1999 TUI/IVEA Teacher Transfer Agreement. One ETB attempted to transfer a member beyond the limits set out in that agreement. Members in MSL ETB were balloted to engage in a campaign encompassing a range of industrial action (e.g. work to rule, non-cooperation, withdrawal from various initiatives) up to and including strike action, as directed by the Executive Committee in the event that the ETB did not adhere to and/or apply the relevant collective agreement and prescribed procedures in relation to transfer of staff and in the event that the ETB failed to consult with the Teachers' Union of

Ireland in a timely and meaningful fashion. Members voted 95% in favour of industrial action. Consequently, one member who was transferred beyond the limits had their case re-examined and resolved and another member who was initially advised that she was being compulsorily transferred beyond the limits was not transferred.

Nationally, a ballot of all members in ETBs was also conducted and the outcome was an overwhelming mandate for a campaign of industrial action (in relation to a range of issues including the updating of the 1999 Teacher Transfer Agreement). As a result of the ballot, it is expected that bilateral discussions directly with the ETBI will commence early in 2025 on this and other outstanding industrial relations matters.

65 Co. Kerry

Continued changes in the FET sector, many of which are wholeheartedly welcomed, are frequently made without consultation or planning. It is crucial that the holistic model of Guidance Counselling and working terms and conditions of Guidance Counsellors are protected within the sector. Congress instructs the Executive Committee to engage with stakeholders including SOLAS, ETBI, DFHERIS & the 16 ETBs, to insist the protection of the professional practice of its members who are Guidance Counsellors in Colleges of Further Education.

The TUI continues to use the relevant forum and applicable procedures to protect and, where possible, enhance the terms, conditions and professional practice within the sector.

69 Co. Mayo

The FET Colleges of the Future are being implemented without any substantive consultation and negotiations with members. With regard to existing staff transfer agreements they are being ignored or at best misinterpreted to the detriment of staff. Congress instructs the Executive Committee to engage with the ETBI, SOLAS and any other relevant body, to write to all Education and Training Boards stating what pertinent agreements are in place and remind them that they must be adhered to. These conditions were hard won and must be protected and implemented.

See motion 72 (above). In addition to the ballot of members in MSLETB, all

members in the ETB sector were balloted in November 2024 in relation to

- *Non-adherence by ETBs to national collective agreements and Department circular letters.*
- *Failure of ETBs to consult/engage meaningfully with the TUI*
- *the introduction by ETBs of unapproved titles/positions and job descriptions*

The TUI, as always, has indicated preparedness to resolve matters through discussion/negotiation and has demanded that the ETBI engage meaningfully in urgent discussions in this regard. Should such discussions not lead to a resolution, the mandate for a campaign of industrial action provided by members in the ballot can be activated.

79 Limerick City

Congress instructs the Executive Committee to negotiate, with the Department of Further and Higher Education, Research, Innovation and Science, a Bereavement Leave Circular for all educators other than teachers.

This has been done. Circular Letter 29/2023 has issued regarding Bereavement Leave for grades other than Teacher.

67 Co. Kerry

Congress calls on the Executive Committee to strive to ensure that as FET changes and develops, that the central role of teachers, rather than resource workers or instructors, be maintained. There should be no diminution in the central role of the qualified teacher in the delivery of courses.

This is the position that has been and will continue to be taken by the TUI in all engagements in regard to FET.

80 Limerick City

Congress instructs the Executive Committee to negotiate with the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) partial absences for medical related appointments for all educators, other than teachers.

This issue was brought (in May 2024) by the TUI to the ETB Industrial Relations Forum.

At the time of writing, it is under consideration by the Official Side.

68 Co. Carlow

Congress instructs the Executive Committee to liaise with ETBI and

DFHERIS, to facilitate the FET sector with formal subject support structures and communities of practice similar to those in existence in post-primary schools so teachers, tutors, instructors and other grades can share best practice in teaching, learning and training within their areas of competency.

Following representations by the TUI and engagement under the auspices of the WRC in May 2024, the establishment of 3 separate groups has been agreed - a FET Consultative Framework Group, a Staffing Structures Group and a Competency Framework Group. It is envisaged that these groups will commence their work in Quarter One of 2025 allowing progress to be made on the Organisation and Design of the FET Pillar in ETBs.

C. Second Level

CI. Conditions of Service - Second Level

86 Dublin & Dún Laoghaire

The S&S scheme can only be used to cover for certain categories of teacher absence, including uncertified sick leave and teachers' absences due to other approved school activities (e.g. games, competitions and other extra-curricular activities) and to cover the first day of each absence due to force majeure leave and illness in family leave.

Due to the current recruitment crisis, teachers are regularly called to substitute during their timetabled S&S periods outside of the terms of Circular Letter 06/2014. Congress instructs the Executive Committee to demand negotiations with the Department of Education to pursue payment for hours of substitution provided by members where casual supervision cannot be provided. The supervising teacher will be paid the personal rate for all supervision provided outside the framework of Circular Letter 06/2014.

There is no circumstance in which a teacher can be assigned unpaid substitution work. Substitution that is properly assigned under S&S scheme is paid for, as is substitution undertaken to cover absences (e.g. for certified sick leave) not covered by the S&S scheme. So too is substitution voluntarily undertaken under the Teaching Hours Extension scheme.

The Teaching Hours Extension Scheme has been extended for the 2024/2015 school year. The Extension Scheme is entirely separate from S&S. The scheme provides for paid substitution. Payment is per hour of substitution actually delivered and is at the teacher's personal rate (which encompasses point on the salary scale and all pensionable allowances – e.g. Principal, Deputy Principal, Post of Responsibility, qualifications and other allowances). However, payment under the scheme is not pensionable.

The purpose of the Teaching Hours Extension Scheme is to provide Post Primary school management with an alternative means of sourcing appropriately qualified substitute teaching cover to support teaching and learning in schools. Participation by teachers is strictly voluntary.

Full details of the scheme are set out in CL66/2024.

87 Co. Carlow

Congress instructs the Executive Committee to negotiate with the Department of Education for a reduction in Supervision and Substitution hours from 43 hours to 37 hours.

A claim in this regard has been brought to the TCC.

84 Tipperary NR

Congress condemns the practice of some ETBs who are failing to pay office holders and employees travel and subsistence for the performance of duties carried out when they are temporarily away from their normal place of work.

Congress directs the Executive Committee to meet with the relevant authorities to have legitimate travel and subsistence paid to employees or office holders, without deduction of income tax, for duties carried out outside their normal place of work.

The Union addresses cases in this regard as they arise and insists on compliance with the relevant Circular Letters Where informal resolution of the issue is not achieved the grievance procedures can be used to pursue the matter. It is important to note that the payment of travel and subsistence expenses must in all instances be compliant with Revenue rules.

85 Co. Donegal/Co. Offaly

Congress notes the trojan work done by TUI members at school and centre level

and condemns the current situation whereby teachers travelling to national training and conferences are reimbursed the lowest band for the CC of their vehicle. Congress instructs the Executive Committee to negotiate with all relevant agencies to insist that the full banded rate, as per the current schedule of Civil Service rates, are paid.

This matter has been raised previously and is being pursued.

C2. Croke Park Hours

103 Co. Donegal/Co. Limerick/Executive Committee

Congress instructs the Executive Committee that as part of the Croke Park hours, the 10 discretionary hours be increased significantly. These hours are to be ringfenced for Teachers' Professional Learning/CPD and will be undertaken based on the professional judgement of each teacher.

As part of the review of the Croke Park Scheme that is in train, the TUI has lodged a submission that seeks significantly to increase the quantum of hours on that can be done on other than a whole school basis and to increase the professional autonomy associated with these hours.

104 Dublin C & C

Congress instructs the Executive Committee to negotiate for teachers to use their individual Croke Park Hours for involvement in delivery of co-curricular and extra-curricular activities within the 33 hours already negotiated up to the maximum individual hours allowed under the agreement.

See motion 103 (above). In TUI's submission we have also sought the inclusion of co-curricular and extra-curricular activities.

C3. Examinations

110 Executive Committee

In light of the increased funding from the SEC for the payment of Superintendents, Oral and Written Examiners, Congress instructs the Executive Committee to seek that these payments be maintained or increased in order to continue to protect and safeguard the integrity of the State Examinations.

This has been successfully actioned. In late 2024, the TUI, in negotiations with the SEC, secured agreement that payment rates for SEC contract staff in 2025 will be the same as in 2024 but with the increases arising from the Public Service Pay Agreement 2024-2026 also added on. In addition the TUI is, at time of writing, involved in further discussions about possible additional pay rises for some grades of SEC contract staff. Pay increase are applied to the SEC rates and a premium is being paid for contracted SEC work over the Easter school break.

C4. Posts of Responsibility

113 Executive Committee/Co. Kerry/Co. Laois/Co. Wicklow

Motion 105 adopted by Annual Congress 2023 reaffirmed the restoration of posts of responsibility as a key priority for the Union and instructed the Executive Committee immediately

- to initiate a sustained campaign to achieve full restoration (to the pre-moratorium level, at least) and in this regard
- to demand restoration of half of the outstanding posts in Budget 2024 and restoration of the remaining posts in Budget 2025.

"In the event of failure or refusal by the Department to effect restoration in this (or a more expeditious) manner" Congress instructed the Executive Committee to

- do whatever is necessary to achieve strict and comprehensive application of and compliance with the TUI directive on Posts of Responsibility
- put in place measures, short of industrial action, in the 2023/24 school year, to protect the professional integrity and personal time of members and
- ballot members for a sustained and broad-based campaign of industrial action, up to and including strike action, to secure the restoration of API and AP2 posts of responsibility and appropriate career structure

Congress notes that in Budget 2024 (as set out in October 2023) the Department and government failed abjectly to provide for restoration of half

of the outstanding posts. Congress therefore instructs the Executive Committee immediately to act in accordance with the requirements of Motion 105 from Annual Congress 2023.

With effect from 1st September 2024, as a measure set out in Budget, 500 additional posts (at AP2 level) were filled. The TUI engaged with stakeholders to put in place arrangements for expeditious filling of these posts. These arrangements will be applied again in 2025 with a view to having a further 500 posts filled by September 2025 and paid for from September 2025.

TUI has consistently raised the absence of career progression opportunities, identifying it in the media as a factor that is driving and exacerbating the teacher recruitment and retention crisis.

122 Co. Donegal/Galway/Co. Offaly

Congress instructs the Executive Committee to insist that all vacant and acting Posts of Responsibility are filled as soon as they fall vacant thereby ensuring that members receive payment without delay.

This has been addressed at individual ETC/school level where delays have arisen. At the TCC, the TUI is seeking removal of the 84 days waiting period before payment for acting posts is allowed/approved.

124 Co. Carlow/Co. Meath

Congress demands the Executive Committee work with the DoE and the DFHERIS to begin an urgent review of Posts of Responsibility with a focus on the level of work expected for AP2 posts as the workload is ever increasing and unsustainable. A shortage of posts has also created an issue whereby the lack of promotional opportunity coupled with the workload given when a promotional post is finally obtained, is making the teaching profession a very unattractive profession, we must act now before further damage is done and make promotional opportunities common place once more.

In the media, the TUI has consistently raised the huge reduction in the number of posts (as a result of the moratorium applied in 2009) as a factor that is driving the teacher recruitment and retention crisis. Under the terms of the relevant Circular (CL-003/2018), the

workload/responsibilities associated with a post must be commensurate with the level of the post. In that respect, teaching staff need to use the review of posts process (provided for in the same CL) to ensure that the level of work is commensurate with the post and that overload does not occur. In the event that the responsibilities assigned/re-assigned are excessive/inappropriate, the grievance procedure can and should be utilised to address the problem.

121 Birr-Gallen

Congress instructs the Executive Committee to negotiate with the Department of Education that SEN Co-ordinators be provided to schools, ex-quota.

The TUI is continuing its campaign for full restoration of Posts of Responsibility to the proportions that applied before imposition of the moratorium (an emergency, austerity measure). The union is seeking that restoration through budgetary measures. SEN Co-ordination, and other priority needs of schools, could be captured by such restoration.

114 Co. Carlow/Co. Waterford

Congress notes a degree of movement on the restoration of Posts of Responsibility. But Congress requests the Executive Committee to seek a meeting with the Department of Education immediately and negotiate not only a restoration of posts (in line with previous levels) but additional posts and further clarification on the 500 posts announced. A lack of promotional opportunity in the profession is causing further recruitment and retention issues.

See motion 113 (above).

D. Workload & Professional Issues

DI. Workload

129 Executive Committee/Co. Donegal/Co. Offaly/Galway

Congress asserts that

- the workload of teachers, lecturers and other educators has become unsustainable as a result of ongoing overload, intensification and bureaucratisation.
- much of the excessive workload has little, if any, relevance to teaching and

learning

- the resulting deflection from core professional responsibilities makes teaching unattractive and is a significant cause of flight from the profession
- the encroachment of work on personal, discretionary and family time is intolerable

Congress notes that in successive national pay agreements the critical issues of work overload and intensification have not been broached or covered.

Congress therefore instructs the Executive Committee immediately to prioritise the protection of members' time and the integrity of their professional roles and, in September 2024, to ballot members – at local, sectoral and/or national level, as appropriate – for a robust, escalating and sustained campaign of industrial action, up to and including strike action, to secure appropriate structural remedies and alleviations.

Congress recommends that the Executive Committee seek to secure the agreement of our sister teacher unions to join the campaign. However, even if such agreement has not been secured, Congress demands that the campaign be prosecuted by the TUI in accordance with the above timeframe.

The Union has consistently objected to and resisted the imposition of additional workload at every opportunity and in every relevant forum. In media statements and interviews, the TUI highlighted excessive and intensified workload as a factor that is driving teachers away from the profession. The TUI's "20:20 Vision for Education" campaign was brought to the attention of candidates during the 2024 General Election campaign.

132 Co. Carlow (Amended by Dublin C&C)

Congress instructs the Executive Committee to negotiate additional professional time for teachers. The current workload for teachers with the high class contact hours is unsustainable and is leading to retention issues and also driving high numbers of teachers to seek job share. This is unacceptable and is destroying our profession. With each passing year, teachers are being asked to complete more and more paperwork taking their focus away from the job they were hired to do, teachers are not administrators.

This has consistently been raised with the relevant Departments and, in particular, with the Inspectorate in the context of the Union's "20:20 vision". In media statements and interviews, the TUI has highlighted excessive workload and its effect of deflecting from teaching and learning as factors that are driving teachers from the profession.

131 Co. Clare/Co. Wicklow

Congress instructs the Executive Committee to lobby the Department of Education to put a halt to the layers and layers of administration and paperwork that is creeping into schools every year which is creating untold burnout and contributing to the unattractiveness of the profession. This has repercussions in the long run with teachers leaving our profession and many not choosing teaching as a profession long term.

Bureaucratic workload and its negative consequences have been highlighted in various media statements and interviews. These matters have also been highlighted at meetings with the Inspectorate. The Union has presented proposals to deal with the problem and is awaiting a response.

130 Co. Clare

Congress instructs the Executive Committee to examine the imposition of school IT platforms on the lives of teachers both in and outside of school with regards to the increase in workload, invasion into personal time and pressure to complete online courses outside of school hours.

The TUI is engaged, both nationally and through our affiliation with the ETUCE, in developing and asserting a "right to disconnect"

133 Co. Carlow

Congress instructs the Executive Committee to facilitate FET colleges to provide appropriate complementary roles, including administration and technical support so that teachers' time is focused on teaching, learning and assessment.

The provision of appropriate resourcing for FET colleges is a responsibility of government. SOLAS is the funding agency for the sector and the TUI has demanded and secured regular engagement with SOLAS. In this engagement, the Union has sought a range of supports for FET colleges and centres.

D2. Professional Issues

I35 Executive Committee/Co. Kerry

Annual Congress expresses its deep concern about the ongoing erosion of the culture of democratic collegiality in our schools, centres and colleges. In an increasing number of workplaces

- staff meetings are organised and conducted as briefings with little or no staff input to the agenda
- robust professional discussion is disallowed or curtailed and respectful professional disagreement is misrepresented by school management as disloyalty
- votes take place without transparency or democratic oversight
- key decisions in relation to school/centre/college organisation, timetabling structures, curricular offer are made not by the full staff but by self-selecting sub-sets thereof
- communications from management are sent and response is requested outside of working hours
- Union involvement and activism is discouraged and sometimes penalised
- the convening of union meetings is not facilitated or is obstructed
- Workplace Committees and TUI workplace representatives are refused access to key documents, e.g. in relation to allocation etc.
- staff are denied access to basic documentation – such as timetables and rosters, the mandated lists in respect of posts of responsibility etc. - on the false pretext that the GDPR requires such a restriction
- there is evidence of churning of fixed-term staff
- new members of staff are not issued with a contract or a statement of the terms and conditions of their employment until the expiry of appeal periods
- mandatory provisions of Circular Letters are ignored or are treated by management as discretionary
- attempts are made to circumvent or frustrate the operation of grievance procedures
- Interview Boards for appointments or promotions serially comprise the same interviewers
- senior management is defensive and dogmatic when its view, proposal or decision is challenged
- the training provided to newly appointed school leaders in collegial culture is not sufficiently practical or relevant.

Congress instructs the Executive Committee to address this drift towards autocratic institutional culture with a

view to arresting and reversing it. In this regard, as a first measure, Congress instructs the Executive Committee to develop and to issue to members a set of clear guidelines on the key requirements at institutional level for fostering and preserving an appropriate culture of democratic collegiality and respect.

Congress also instructs the Executive Committee formally to assure Union representatives and members that, in seeking to establish and/or maintain such a culture in their workplaces, they will have the full support and protection of the union.

The text of this motion was issued to ETB employers at Joint Consultation Meetings. The matters covered by the motion were also encompassed by the November 2024 ballot of members in the ETB sector. The matter has also been raised with the other management bodies, the ACCS and JMB, and at the TCC.

I37 Co. Laois

Congress reiterates our Union's view of education as a means of enabling human progress and democratic values. Education's ultimate success is based on factors including the quality of its professional relationships. In that context, Congress condemns the increasing level of bureaucratic demands on our schools. In addition, and inextricably linked to this problem, is the burden of the oppressive and counterproductive school inspection model which is currently in the ascendancy.

While supporting the necessity for accountability and recognising the statutory basis for school inspection, Congress calls on the Executive Committee to campaign for a long overdue process of inspection reform. For example, inherently subjective judgments made in the context of claims of objectivity are, among other descriptions, completely farcical. This campaign should begin with the development of the rationale for reform, based on academic research and other evidence which prioritises consultation with our members.

The Union engaged with the Inspectorate in regard to the nature, number and purpose of inspections and has sought both amelioration of the workload associated with inspections and a recalibration to make inspections more assistive in focus.

E. Recruitment and Retention Issues

I39 Executive Committee

Congress is gravely concerned about the ongoing and deepening crisis in teacher supply and the abject inadequacy of the response to the crisis by the Department of Education and Government generally.

In this context, Congress deplores the failure of Government to add teaching to the critical skills list for employment permit purposes which gives rise to the absurd situation that experienced and Teaching Council-registered migrant teachers resident in Ireland are prevented from securing appointment to vacant positions (for which they are fully qualified) in our post-primary and FET settings.

Congress instructs the Executive Committee to demand that teaching be immediately added to the critical skills list, to bring this demand as a matter of urgency to all the appropriate fora (TCC, ETB IR Forum, Teacher Supply group, Teaching Council) and to highlight the issue through the media.

This was a key issue for TUI in the media in 2024 and has been raised at stakeholder meetings that deal with the teacher supply crisis. The Union's recommendations are being considered.

I43 Co. Carlow

Congress instructs the Executive Committee to liaise with the DoE, the Teaching Council and the HEIs without further delay to reduce the length and the cost of the PME as part of ongoing efforts to reduce the recruitment and retention crisis in teaching.

The importance of this measure was highlighted in the national media where the TUI has regularly identified the direct and opportunity costs associated with the second year of the PME as constituting a significant obstacle to attracting high quality graduates into teaching. TUI also condemned the stoppages/deductions applied to the €2000 payment to NQTs, which devalued the payment to below 50% of its gross value.

I42 Galway/Co. Offaly/Co. Westmeath

Congress notes that negotiating a voluntary relocation scheme is current TUI policy, which has been passed by several Congresses. Congress instructs the Executive Committee to continually engage with all relevant bodies to discuss a voluntary relocation scheme and to

continue to bring this issue up at every relevant forum.

This issue has been raised and the Union is awaiting a consolidated response from the official side.

141 Co. Carlow/Co. Kerry/Co. Kildare

Congress asserts that not alone is there a recruitment and retention issue at second level but that this issue has reached crisis levels. With that in mind, Congress instructs the Executive Committee to engage as soon as is practicable with the Department of Education with a view to increasing the allocation immediately in order that schools may recruit staff for the 2024-25 year on full contracts rather than piecemeal contracts. Low hours can and must be increased in order to protect the profession, ensure a career path and provide schools and centres ways in which to manage this crisis.

The hugely negative effect of precarity and part-time work on the ability of schools to recruit and retain teachers has been consistently and insistently pointed out by the TUI. The Union has sought a range of measures, including a return to ab initio permanent appointments to address the problem. The Union uses every available media opportunity to emphasise both the extent of and the ways to resolve the problem.

F. Climate Action/Justice

150 Dublin & Dún Laoghaire/Dublin City/Executive Committee

Congress instructs the Executive Committee to engage with the Department of Education to seek to rapidly expand the Schools Energy Retrofit Pathfinder Programme, which is planning deep retrofits of only up to 10 schools. This programme needs to be expanded to cover all schools in the country, in order to address the Climate Emergency, and achieve the target of reducing schools' emissions by 51% by 2030.

Congress also instructs the Executive Committee to engage with the Department of Further and Higher Education, Research, Innovation and Science, to insist that similarly resourced retrofit programmes will be developed and introduced for buildings in ETBs and HEIs.

Congress further instructs the Executive Committee to engage with the Department of Education, DFHERIS and other relevant management bodies (ETBI, HEA, THEA etc.) to insist that all Energy Cost savings are recorded for the attention of the relevant board/governing body, and that the result from the energy efficiency measures put in place as part of the Schools Energy Retrofit Pathfinder Programme, which in some cases could be as much as 45%, are put back into funding the needs of the school/centre/HEI, and not returned to the exchequer.

The TUI has engaged with the Department of Education in relation to Phase 2 of the Photovoltaic Scheme, providing feedback on funding and delivery.

In relation to the Retrofit Pathfinder Programme, the TUI has engaged with both the Department of Education and the Department of Environment, Climate and Communications to seek to expand the programme. The funding is administered by the Planning and Building Unit and the Sustainable Energy Authority of Ireland in partnership with devolved support from Limerick and Clare ETB and Longford and Westmeath ETB. The TUI is building upon its relationships in the ETB sector to assist in expediting delivery. By the close of 2024, 56 schools had completed works and 26 schools had work in train. We will continue to seek the expansion of the programme and are committed to do our part to address the climate emergency.

The Union has also engaged with DFHERIS and all other stakeholders in this regard to seek that the savings made are put back into funding the needs of the school/centre/HEI.

149 Dublin City/Executive Committee

The TUI issued its statement declaring a Climate Emergency in 2022. Congress notes the danger of climate change denial and the role the Union plays in educating society. This Congress reiterates the declaration of a climate emergency, condemns the actions of parties engaging in climate change denial, and instructs the Executive Committee to engage in public discourse to actively assert the necessity to address climate change and, vigorously, to use its platform to address the facts and debunk the arguments of climate change deniers.

The approach of the Union has been

in accordance with the principled position set out in the relevant Congress motions and the union uses every opportunity that presents to advocate for adoption and implementation of policies and practices that reflect the urgency and existential nature of the climate emergency.

152 Dublin City

Congress demands that the Executive Committee support and encourage ETBs to create Climate focused courses for the PLC sector.

The TUI is aware of 32 PLC courses that pertain to climate and has engaged with ETBs in relation to further developing these courses.

151 Co. Kerry/Dublin City

Congress instructs the Executive Committee, at a time of unprecedented profits for fossil fuel Transnational Corporations, to request that there is full transparency (including detailed factsheets) on all TUI member AVC funds listed as "Public Sector Balanced" or "Public Sector Cautious" by brokers Cornmarket/Irish Life on the Pension Planet website. This will provide TUI members with the information they need if they seek to divest their investments from funds with high exposure to fossil fuel industries/infrastructure that are fuelling climate disruption, as well as arms, tobacco and other malign industries. It should request further that information is provided on the names of asset fund managers for these funds. Finally, it requests that Cornmarket/Irish Life makes available at least one Article 9 Dark Green Fund for TUI members' pension investments.

The TUI is engaged with the relevant companies and fund managers in regard to ethical investment.

G. Additional Educational Needs

156 Co. Donegal

Congress instructs the Executive Committee to negotiate with the DoE and other relevant agencies to insist that when a Special Class is sanctioned there is also a post of responsibility accompanying this to manage the Special Class.

The provision of a Post of Responsibility for SEN in our schools has been raised directly with the

Minister and with Department of Education officials. The importance of such a post, with the increasing numbers and the evolution of special classes, has been highlighted at these meetings. The TUI has asked that the grade of post would be commensurate with the number of students with SEN and AEN in a school and has suggested that it could be modelled on the programme coordinator role.

155 Dublin City

Congress directs the Executive Committee to meet with the Department of Education to discuss the NCSE's decision to collaborate with one specific charity on an Autism Friendly Schools Project. This collaboration, with some of the participation costs partially sponsored, will still cost participating schools up to €500 for new schools and a cost of €300 for returning schools (year 2&3). In a letter emailed to schools on the 20th October 2023, the NCSE urged schools to apply to work with this charity on this project.

Congress commends school leaders and staff for always striving to ensure their school is friendly for every student. When this isn't possible it is due to systematic issues. Congress notes that the NCSE is already supposed to provide schools with the necessary training and the Executive Committee should use this meeting to reinforce this and express its concern that the NCSE's decision to collaborate with one specific charity to carry out, at a cost, training that they should provide.

The focus of meetings held with the NCSE has been about protecting the role of teachers in SEN support and provision and on protecting seconded teachers in their roles.

H. Artificial Intelligence

159 Co. Donegal/Galway/Co. Longford/Co. Offaly/Executive Committee

Congress, believing human interaction to be at the heart of quality education, declares as a priority that AI must not be allowed to substitute for, displace or replace teachers/lecturers and instructs the Executive Committee to uphold this core principle by any means necessary, including, if the need arises, by means of industrial action, local or national, following ballots of affected members.

TUI representatives have outlined

concerns about the potential risks posed by AI in the education sphere, particularly in relation to assessment methods. The national media have been used to elaborate on these concerns. IN the specific context of Senior Cycle, the TUI has raised the issue of authentication of work by members and is currently in discussion in relation to training, support, expectations and professional protections (such as indemnity).

157 Executive Committee

Recognising that Artificial Intelligence (AI) - and especially generative AI - has profound and immediate implications, involving both risk and opportunity, for public education systems, for education sector employees, for learners and for teaching and learning, Annual Congress instructs the Executive Committee to establish a dedicated AI Working Group with a brief to

- conduct an analysis of and monitor those risks and opportunities
- develop a strategic approach for the union in relation to the use of AI in education (building on the TUI policy paper – Oct. 2023)
- drawing on reputable international research, the EU AI Act and the experience of unions affiliated to Education International, define parameters for acceptable and ethical use of AI, having regard to key principles of equity, fair access and social accountability, professional autonomy and academic freedom, maintenance of national competence and sovereignty in respect of curriculum and assessment and the protection of the personal and professional integrity, data and privacy of education sector personnel as well as appropriate protections for learners.

The strategy developed should also deal with matters of ownership, procurement (based on benchmarked education standards), the prevention of dependency, embedded biases, cost, marketisation and the need for a robust regulatory environment, including the regulation of devices and software products before they enter the market.

The SEC has undertaken, at the instruction of the Minister, a research project on the impact of AI, including its use in assessment and in teacher-based assessment. The TUI is awaiting

the publication of this report and dealing with its possible implications. The TUI has held an Education Conference on AI which highlighted both the opportunities and threats in regard to the use of AI in Education.

158 Executive Committee

Congress requires the Executive Committee to demand of all relevant government agencies credible assurances and commensurate practical measures to insist that use of AI in the public education sphere will be the subject of social dialogue and, where appropriate, collective agreements. Congress furthermore instructs the Executive Committee to request the ICTU to include the deployment of AI in the agenda for all relevant national discussions.

The Union's concerns about AI, particularly in relation to assessments, were set out in reports in the national media.

J. Equality

170 Executive Committee/Co. Wexford/Dublin City

In view of the lack of progress concerning the introduction of provision for members and their partners who have experienced miscarriage or the loss of a baby prior to 24 weeks gestation, Congress instructs the Executive Committee to negotiate with the DoE and DFHERIS on behalf of such members to enable the introduction of provisions which:

- in the case of miscarriage or loss of baby prior to 24 weeks' gestation, that any sick leave accrued is recognised as Pregnancy Related Sick Leave.
- introduce compassionate leave for partners of women who are suffering miscarriage.
- introduce a minimum of 20 days paid leave for those who experience spontaneous miscarriage or whose pregnancy sadly ends before the 24th week of pregnancy.

Under the Civil Registration (Electronic Registration) Bill 2024, the definition of stillbirth has been updated to include a stillborn child from the 23rd week of pregnancy, it was previously the 24th week of pregnancy. The birth weight of the

child has also been reduced from 500 grammes to 400 grammes. This came into effect on 16th September 2024. This change has been set out by the Department of Education in Information Note TC/IN 0010/2024 which notes that Paragraph 2.6 of the Maternity Leave Scheme is amended as follows:

'In the event of a stillbirth, or miscarriage, any time after the 23rd week of pregnancy, or where the child has a birth weight of at least 400 grammes, full Maternity Leave entitlements apply.'

The Paternity Leave Scheme has also been amended as follows:

'In the event of a stillbirth, or miscarriage, any time after the 23rd week of pregnancy, or where the child has a birth weight of at least 400 grammes, full Paternity Leave entitlements apply.'

173 Co. Kerry (X2)/Co. Limerick/Limerick City (Amended by Cork City)

With the concerning rise in racist rhetoric and attacks in 2023, Congress notes the poor level of implementation of the long overdue National Action Plan Against Racism which was published by Government in March 2023.

In the absence of a defined timeline for implementation, Congress instructs the Executive Committee to demand from the relevant department and bodies that in implementing the plan the following stated aims should be achieved and achieved quickly:

- Schools and centres should be supported, through the provision of in-school CPD to develop effective policies and procedures and training programmes for mitigating and addressing racism in the workplace and school/centre environment.
- A revised and updated intercultural education strategy should be immediately developed and implemented, building on, and reinforcing the previous intercultural education strategy from 2006.
- The capacity of the Education and Training Boards to offer intensive English language provision to migrants should be strengthened, including with respect to the provision of professional and technical ESOL (English for Speakers of Other Languages) programmes and bridging

programmes to support migrant workers seeking to access specialist and skilled employment.

- Steps should be taken to ensure that employment across the education sector reflects the ethnic diversity of Ireland, including through the use of recruitment and promotion practices aimed at increasing ethnic diversity.
- Steps should be taken to allow access to education for Spouses/partners of workers contracted from abroad.

The TUI, as a Union, should take the lead and develop, with our colleagues in ICTU, a broad-based community campaign which focuses on combating those who would foster racial division in our society.

Finally, the Executive Committee commits to report comprehensively on progress in regards to each of these demands in Annual Report 2025.

Through its representatives in the relevant NCCA structures/committees/boards and at the Council of the NCCA, the TUI has advocated for the updating of the Intercultural curriculum. In 2024 the NCCA commissioned a review of relevant literature with a view to framing a curriculum audit to ensure that the revised guidelines are based on a comprehensive understanding of intercultural education. It is intended that this review will ensure that new guidelines will encompass the social and cultural shifts that have happened in Ireland since the roll-out of the previous guidelines in 2006. TUI has also engaged with the Department of Education through various consultative for a, including the DEIS stakeholders events, to demand that appropriate CPD be provided to workplaces. The necessity for such professional supports has also been raised at joint consultation with various ETBs.

The TUI E/RO and the union's Equality Council have engaged with and supported the Migrant Teacher Project and have addressed the Migrant teachers' group in Marino College.

TUI is also fully engaged with the ICTU Anti-Racism campaign.

K. Health and Safety

183 Co. Kildare (Amended by Limerick Colleges)

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

This matter is under consideration at the Teachers' Conciliation Council and the union's understanding is that a circular is being drafted. The implications of any such circular for other education grades will then be considered.

184 Executive Committee/Co. Kerry

Congress notes the deplorable harassment of teachers and targeting of schools implementing new curricular specifications, such as SPHE. Cognisant that this harassment may also impact on other subjects in the years ahead we reiterate clearly and unequivocally that our schools, centres and third level institutions are safe and inclusive spaces of learning and that our Union will defend and protect our members in the delivery of same. Congress therefore instructs the Executive Committee to raise this matter in every appropriate forum.

The TUI has raised this very serious and concerning matter at several fora and the Department has committed to a roll out of specific training through OIDE.

L. Education

190 Co. Cavan/Co. Limerick/Executive Committee

On a rolling basis there has been only one mandatory CBA since COVID-19 per subject. This has been welcomed by both students and teachers in post primary schools. Congress instructs the Executive Committee to negotiate with the Junior Cycle Implementation body to insist that this reduction becomes permanent and we do not revert to two CBAs per subject. This will result in a reduction in the over-assessment of students as evidenced in the four-year longitudinal study by the University of

Limerick.

The TUI has been involved in extensive discussion with the Department of Education and the relevant statutory bodies in relation to this matter. At the time of writing the TUI is hopeful of a satisfactory resolution being reached in 2025.

196 Co. Clare/Co. Waterford

Congress instructs the Executive Committee to initiate communications with the relevant stakeholders with a view towards moving the band for the awarding of the Junior Cycle Grade of Distinction from 90% to 85%. The current band of 90 - 100% is too narrow with under 5% of students achieving the top grade which is disheartening to both students and teachers.

The TUI has been involved in extensive discussion with the Department of Education and the relevant statutory bodies in relation to this matter. The matter has also been raised at the Junior Cycle implementation Committee. At the time of writing the TUI is hopeful of a satisfactory resolution being reached in 2025.

193 Tipperary SR

According to the joint statement on November 29th, 2023, the TUI and the ASTI endorsed calls from the Irish Second Level Students Union (ISSU) and the Irish Language Subject Association (An Gréasán) to have the Leaving Certificate Oral exams revert to term time. In the recent TUI survey, '84% of respondents wish to see the examinations take place in the established pre-COVID -19 manner'. Yet again Leaving Certificate Oral exams are scheduled to take place over the Easter break 2024 with the SEC describing this as an 'interim measure'. This is an erosion of the established breaks in term, asking teachers and students to be available outside of term time. Following the results of the University of Galway survey, which showed many issues with this model, Congress asks the Executive Committee to negotiate with the DoE and the SEC about the timing of these from next year onwards.

The TUI engaged in focused discussions with the Department of Education in relation to this matter. Regrettably, the SEC announced in December 2024 that the oral exams would continue at Easter for the next three years. It is important to note however that the rate of pay provided to oral examiners is now significantly

higher than that which applied when the exams were not held at Easter. In its policy advice the Minister, the SEC acknowledged that "Teacher Unions do not support the Orals at Easter".

M. Senior Cycle

203 Tipperary SR

Congress instructs the Executive Committee to insist that any changes to the Senior Cycle protect teachers by ensuring that all examination grades are independently assessed and the integrity of the exam upheld, given the high stakes nature of using the Leaving Certificate results as an entry to Third Level.

The TUI has vigorously applied this policy.

In September 2023 the TUI achieved a very significant victory when the Minister shelved plans to introduce teacher-based assessment as part of a revised senior cycle programme, highlighting the advent of Artificial Intelligence technology and its possible implications for assessment as the rationale for the change of plan. The TUI continues to monitor the situation closely to ensure that teacher-based assessment does not re-emerge as Departmental policy. Wherever possible, the Union's position has been set out clearly in the national media.

204 Co. Limerick/Executive Committee

The commencement in September 2025 of the first tranche of Senior Cycle Redevelopment subjects will see class contact time remaining at 180 hours and, at the same time, subjects will be required to introduce additional assessment component/s. Therefore, Congress instructs the Executive Committee to negotiate immediately with the Department of Education for the provision of "professional time" for all teachers involved in the delivery of Senior Cycle subjects. Department planning, supporting additional assessment component/s and classroom preparation for these subjects will require, at a minimum, 80 minutes per week of additional professional time. This will help reduce the significantly increased workload associated with the successful implementation of senior cycle redevelopment. Furthermore, as a refusal to allocate professional time will lead to significant increases in workload, Congress instructs the Executive

Committee, in the event of such a refusal, to initiate an intensive campaign up to and including a ballot for industrial action.

In November 2024 the TUI and ASTI carried out a very successful joint protest in pursuit of a joint demand for a pause in implementation of Senior Cycle roll-out. Following on from that protest the Department of Education invited both unions to attend talks in December 2024. Those discussions will continue into 2025. The critical importance of providing appropriate time in terms of Senior Cycle redevelopment was set out in media statements.

201 Executive Committee

Given the "fast-tracked" redevelopment of senior cycle, Congress instructs the Executive Committee to seek additional resources in order that schools and centres can adequately undertake, complete and digitally submit additional components for senior cycle. ICT investment in schools remains inadequate and is often dependent on location, school size, and many other such parameters. Senior cycle subjects and senior cycle examinations should have no such disparities. All written exam papers for State certification take place under the same conditions, the same should hold true for additional assessment components.

As these and other related issues remained unresolved, a lunchtime protest was held on 19th November in tandem with our ASTI colleagues. The protest led to talks between the TUI and the Department of Education – see motion 204 (above).

It is noteworthy that, during 2024, the TUI successfully negotiated dedicated resources for three science subjects (physics, chemistry, biology) as well as the two new Senior Cycle subjects (drama, film and theatre studies and climate action and sustainable development). The TUI continues to push for dedicated resources for all subjects. This position was set out in the national media.

N. Organisation

216 Co. Donegal

Congress notes with pride the fact that the TUI is a membership-led union; organised at grassroots level by volunteer branch officers. Congress also recognises the lack of any time remission for some branch officers. This situation is leading

to an unsustainable level of work which is making these positions unattractive.

Congress instructs the Executive Committee to negotiate with the relevant management bodies to give a time amelioration to branch officers to allow them to continue to engage in this important work.

This issue has been raised nationally. The Department of Education has advised that it is not in a position to provide for a time remission or to engage with this Union at this time in relation to any such request, in light of the ongoing teacher recruitment and retention crisis. The TUI will pursue the matter and is committed to exploring innovative ways to alleviate the workload issues for branch officers as well as continuing with current training/CPD, covering substitution costs etc.

218 Co. Donegal/Galway/Co. Longford/Co. Offaly/Co. Roscommon/Birr-Gallen

Congress instructs the Executive Committee to increase the Death in Service payment from €7,000 to €10,000.

The payment has been increased.

217 Co. Kerry

Congress instructs the Executive Committee to request from the Department of Education additional hours remission from the timetable of the elected Area Representatives in recognition of the growing responsibilities of the position.

See Motion 216, above. Similar constraints apply and have been identified by the Department and employers as an impediment. The TUI is exploring all avenues that might ease the workload and the cumulative burden on Area Representatives. It is hoped that establishment of a new MRM system will streamline case work and result in time efficiencies.

215 Executive Committee/Co. Kerry/Co. Limerick/Dublin City

Congress notes that the TUI has established a position of Sustainability Representative in many of its branches. Congress instructs the Executive Committee to develop an annual one-day training event for all such Representatives, to take place in January (commencing 2025). Congress further instructs the

Executive Committee to develop a handbook for such Representatives to be published at the first training day.

The TUI will have a training event for Branch Officers in 2025. This event will include guidance and training on the role of the Sustainability Representative.

232 Co. Kerry

Congress instructs the Executive Committee to offer optical benefits towards either reading or distance glasses or contact lenses in line with other teachers' unions because of the significant time members are spending on screens in order to carry out their duties.

The TUI is seeking relevant, additional information on this issue.

225 ATU Donegal

Congress instructs the Executive Committee to review the existing formula by which branches are allocated funding for their activities and to develop a new funding formula for the diversity of branch types that exist in the TUI so that all branches can equally participate in the work of the union. The current formulas are based upon the number of members enrolled in each branch but take no account of geographic distance from Head Office or the involvement of branch members in national union work. Consequently, smaller branches that are remote to Dublin such as the Donegal Colleges Branch incur heavy travelling expenses when they travel to Dublin and Congress. These expenses can quickly exhaust a small branch's funds obliging them to seek a "bail-out" from Head Office and this, when coupled with the considerable travelling time to and from Head Office, acts as a deterrent to union activism.

Congress instructs the Executive Committee to develop a new funding formula which will be based on the following criteria:

- The membership of a Branch,
- The category of a Branch e.g. whether it is rural or urban, its geographical distance to Head Office and Congress and its connection to transport networks,
- And the level of Branch involvement in the central work of the Union,

This new funding formula will be implemented before Congress 2025.

The development of a revised formula which would address current imbalances and legitimate concerns is under consideration and, in that context an analysis of various possibilities is being conducted. The application of any new formula may involve a Rule Change which will be prepared and brought to Congress.

230 Dublin City

Congress demands the Executive Committee encourage and support local branches who request representation at local ETB teacher induction training sessions at the start of each school year.

This matter has been actioned. Any Branch that seeks supports will be facilitated and the relevant Official and Area Representatives will attend and assist where possible. The TUI has also provided branded merchandise which can be offered to attendees at induction days.

220 MTU Cork

Present TUI arrangements allow for benefits for an Income Continuance Plan, most of which end at the age of sixty years. Upon renewal of contract, Congress calls on the Executive Committee to negotiate with the relevant organisation for the provision of an income continuance scheme beyond the age of sixty years and up to members' state retirement ages.

A review of the Income Continuance Plan is scheduled in early 2025. The outcome of that review will be available before Annual Congress 2025.

O. Pay & National Agreements

O1. Pay

239 Co. Longford/Co. Louth/Co. Monaghan (X2)/Co. Offaly/Co. Roscommon/Tipperary SR

Congress instructs the Executive Committee to negotiate with relevant bodies for the restoration of qualifications allowance for Youthreach Resource Persons and Co-ordinators who were employed post 2011.

As this claim is cost-increasing, it falls to be considered by the Union in the context of the Local Bargaining

clause of the national pay agreement (2024 - 26).

237 Tipperary SR

Teachers who upskill and complete qualifications at Level 8 or above (in their own time and to benefit teaching and learning for their students) are not in receipt of allowances if this occurs post 2012. Congress instructs the Executive Committee to renegotiate this in the next round of pay negotiations to incentivise and reward a spirit of excellence in teacher professional development.

See motion 239, above.

O2. National Agreements

253 Dublin City/Dublin Colleges/Tipperary NR

Congress instructs the TUI Executive Committee to demand that the Public Services Committee of the ICTU oppose and reject any proposal which offsets general increases in order to resolve sectoral or specific issues or claims. We do support the resolution of these issues and note the necessity of the provision of the extra funds to cover such resolution.

The TUI position, which is long established and strongly held, is that proposals which offset general increases in order to resolve sectoral or specific issues or claims are not in the interests of our members. This belief has been strongly relayed to the Public Services Committee of the ICTU. When the Public Service Pay Agreement 2024-2026 issued it provided for general pay increases and, additionally, under Section, 4 a Local Bargaining mechanism. This Agreement was put to ballot of all members of the TUI in February and March of last year and was accepted. Notwithstanding the ballot outcome, the TUI remains of the view that local or sectoral bargaining units in a pay agreement are generally unhelpful and divisive by their nature.

251 Co. Laois

Congress notes the justifiable anger of the Co. Laois Branch at the failure of the Official Side to deliver on the longstanding Environmental Allowance Claim for teachers in the Education Unit of Portlaoise Prison. Other workers there, including Prison Officers,

represented by different Unions, have benefited from the allowance for decades because it is a 'high security' prison. It is the committal prison for the Special Criminal Court and has a military presence. A recent dangerous incident whereby one of our members was in close proximity, underlines the point.

This inequality against our colleagues is intolerable. It is an employment injustice which is compounded by the ongoing failure of the Official Side to bring satisfactory closure to the Claim that was submitted to the TCC in 2016 and agreed in 2019 but refused by DPER. Subsequently it got drawn into the sectoral bargaining mechanism of Building Momentum 2021-2023.

Congress notes the offer of the Co Laois Branch to consider industrial action as a means of supporting the TUI leadership. Congress expects that this matter be brought to a successful conclusion before the end of the current school year.

The matter was brought to conclusion and the payment is provided for under the current (2024-2026) pay agreement.

P. Pensions

259 Co. Donegal/Galway/Co. Kerry/Co. Kildare/Co. Longford/Co. Offaly/Co. Waterford/Limerick City

Congress instructs the Executive Committee to begin an immediate campaign, in conjunction with all public sector unions, to highlight the deplorable pension for those who entered the profession on the career averaging pension scheme. Congress further instructs the Executive Committee to table this as an agenda item at the next ICTU Executive Council meeting.

This is a matter for the Public Services Committee (PSC) of the ICTU. TUI has raised it at the PSC in conjunction with the INTO.

258 Dublin C & C/Dublin Colleges/Tipperary NR

Congress instructs the Executive Committee to demand that the link between the pay of serving colleagues and the public service pension be put on a statutory basis to remove "Ministerial Discretion" as the method for determining public service pension increases. Congress instructs the Executive Committee to work with other

Public Service Unions to achieve this position.

The Executive Committee continues to seek that pay parity for pensioners is placed on a statutory basis. For context, Section 29(2) of the Pension Increase Act 1964, provides that the Minister may make regulations to provide for increases to pensions. As matters currently stand, each time a pay increase is applied the Minister must commit in writing to applying the increase before it can be paid to pensioners. The unsatisfactory nature of this situation is addressed regularly by the ICTU, which makes representations on behalf of pensioners.

257 Co. Kerry (Amended by SETU Carlow-Wexford)

Congress instructs the Executive Committee to demand that the Public Services Committee of the ICTU actively oppose and reject, by all means at its disposal, clauses in any future pay agreements that weaken the pay/pension parity link between the pay of a serving grade and the pension of the person who retired on that grade or its equivalent grade.

The TUI remains committed to maintaining the pay/pension parity link. It actively encourages and supports the work of the Retired Members' Association which has representatives on the Retired Workers' Committee of the ICTU. The TUI RMA meets five times a year and has a direct link to the Executive Committee in order to progress any issues that may arise in relation to this or other relevant issues.

262 Dublin C & C

Congress instructs the Executive Committee to negotiate for pension parity to bring all pensions post-2004 in line with the pre-2004 pension scheme.

This is a cross-Public Sector issue that can be addressed only through the collective of the ICTU.

252 Co. Kerry

Congress notes that the introduction of the Additional Superannuation Contribution (ASC) has resulted in members paying a significant percentage of pay towards their pension. Congress demands that retention of the link between the pay of serving colleagues and the pension applicable to retired peers be put on a statutory basis to stop the reselling of it in national wage

agreements.

See motions 258 and 257 above.

260 Dublin & Dún Laoghaire/Dublin City/Dublin Colleges

Congress instructs the TUI Executive Committee to urgently take action to rectify the injustice being inflicted on retired members whose pension increases have not been paid when due.

The Executive Committee has engaged with this issue through correspondence with the NSSO. The pension increases which are referenced in this motion have been paid. The moved to ESBS is to be completed by June 2025 so all these issues should be addressed by then.

261 Co. Carlow

Congress instructs the Executive Committee to add to their pay negotiations a restoration of the pension scheme to what it was prior to changes in 2013. This erosion of terms and conditions has added to the current recruitment and retention crisis.

This is a cross-Public Sector issue that can be addressed only through the collective of the ICTU. The Union has explored with the other teachers unions the disproportionate, adverse effect suffered by teachers as a result of introduction of the 2013 "single" scheme, given the length of the pay scale.

Q. Incremental Credit

264 Executive Committee/Dublin & Dún Laoghaire

Congress deplores the failure of the DoE to provide incremental credit to teachers who have given teaching service in Private Post-Primary schools outside of the EU. It is unacceptable that teachers in the Primary sector are awarded this credit but Post-Primary teachers are not. In the interests of aligning both sectors and if the Department is serious about tackling the teacher supply crisis and hopes to attract teachers back to Ireland, the service Post-Primary teachers have given to date must be recognised and incremental credit awarded without delay. Congress instructs the Executive Committee to negotiate the implementation of a circular letter without time limitations in this regard promptly in every appropriate forum.

This specific issue has been raised by

the Union in the national media and is listed as one of the key measures that we believe will help to alleviate the recruitment and retention crisis. TUI was fortunate to have members willing to discuss their personal experiences of this discrepancy with the media as case studies. TUI has raised the matter at the stakeholder forum, directly with the minister and at the TCC sub-committee on incremental credit.

265 TUS Athlone/Dublin Colleges/Limerick Colleges

Congress notes that the cohort of staff hired between 2011 and 2016 in the TU/loT sector were unable to avail of incremental credit/advanced entry to academic scales. Noting the facility made available in relation to the cohort post 2016, for advanced entry to academic scales, Congress instructs the Executive Committee to seek an incremental credit scheme to provide for this cohort to avail of incremental credit for industry and other relevant experience and address this inequality between to 2011-16 and the pre-2011 and post-2016 cohorts.

As a cost-increasing claim, this would be viewed as proper to the Local Bargaining provision of the current national agreement 2024 -26 and is under consideration by the Union in that context.

266 ATU Galway-Mayo

Congress instructs the Executive Committee immediately to negotiate a national agreement which will guarantee that the length of all industry and teaching experience will be considered in determining the point of pay scale for newly appointed Assistant Lecturers. Congress points to the discrimination of lifelong learners and inequalities associated with determining the point of scale for newly employed lecturing staff at Assistant Lecturer scale.

See motion 265 above. As a cost-increasing claim, this would be viewed as proper to the Local Bargaining provision of the current national agreement 2024 -26 and is under consideration by the Union in that context.

R. Teacher Unity

267 Executive Committee

Congress notes the longstanding policy of the TUI regarding teacher unity as enshrined in several previous Congress

motions and welcomes recent developments on the possible merging of the TUI and the ASTI.

Congress also notes that TUI policy on teacher unity includes IFUT and instructs the Executive Committee to pursue vigorously this policy, consistent with previous Congress instructions.

As an initial step, Congress instructs the Executive Committee to engage constructively with IFUT to seek a cooperation agreement to strengthen links and provide for joint actions, mutual support, and the further development of such a relationship into the future.

The TUI and IFUT have a close and respectful working relationship, marked by significant and increasing levels of co-operation in relation to matters of mutual interest or concern. The TUI, in line with established policy on unity, endeavours to develop that relationship as and when circumstances so allow.

S. Conditions of Service General & Cross Sectoral

271 Co. Donegal/Galway/Co. Kerry/Co. Offaly/Co.

Westmeath/Executive Committee
Congress notes the lack of movement in relation to the finalising of a management structure as part of the ETB Organisation and Design restructuring. Congress instructs the Executive Committee to progress these negotiations with urgency.

Discussions re-convened under the auspices of the WRC on Organisation Design in May 2024. However, agreement could not be reached that ETBs and the Departments would consider an overarching structure that is applicable across all ETB across the three pillars i.e. Further Education and Training, Organisation Design and Support and Schools.

An offer was subsequently made to the Unions to establish a FET Consultative Framework Group which will be tasked with looking at the FET Staffing Structure in the context, for example, of the FET College of the Future. The TUI accepted this offer and it is hoped that discussions will commence early in 2025.

It was also agreed that the

Departments/ETBI and staff side unions would create a Framework that outlines the competencies required and levels and range of responsibility applicable to various grade levels in ETBs.

278 Dublin C & C

Congress notes with dismay that despite the directive against peer evaluation some workplaces are rolling out 'peer observation initiatives'. Congress instructs the Executive Committee to reiterate and reissue this directive and clarify that it encompasses peer observation unless the observation has been requested by a teacher or is part of the Droichead process.

The TUI directive remains in effect and members, including student members, are regularly reminded of its importance, including at the Union's training sessions.

286 Co. Laois

Congress notes that teacher representatives on the Teaching Council do not have an enforceable right to be absent from school to attend Teaching Council meetings. They require the permission on behalf of their employer which can be withheld. In one case, such a denial has occurred on an ongoing basis.

Given the range of responsibilities and powers of the Teaching Council, including the power to dismiss a teacher, it is incumbent on the Minister to provide safeguards for teacher representatives to carry out their duties unimpeded. This may require legislative amendments. Congress calls on the Executive Committee to work for a unified approach with our colleagues in the ASTI and the INTO to secure such safeguards.

The TUI has negotiated an allocation model for teacher members of the Teaching Council and members of the TUI Executive Committee which means that their allocated time alleviation is built into timetable a without any disruption to tuition for student or the need for ad hoc substitution. students being aware that they are not in attendance on those school days.

272 Co. Laois

Congress notes that the latest OECD annual education indicators contained in Education at a Glance 2023, once again highlight the abject failure at Government level to invest appropriately in education. At 3% we are at the bottom of the OECD table in terms of the proportion

of national wealth (GDP) spent on education.

Given the crisis of education underspending and the need for confidence building measures for teacher unity, Congress instructs the Executive Committee to explore the possibility for joint-action, e.g., a day of protest and/or industrial action as appropriate, with the ASTI and IFUT.

The deeply inadequate level of public investment in the Irish education system, at all levels from early childhood to tertiary education, was set out in several statements and media interviews. The Union has consistently advocated for increased investment, targeted towards areas of most pressing need and existing disadvantage. The Union has also clearly identified what the priorities should be in that regard with a view to ensuring quality public education for all and the alleviation of marginalisation.

T. Tertiary Degrees

292 Co. Kerry

Congress instructs the Executive Committee urgently to engage in talks with the National Tertiary Office and DFHERIS to:

1. Involve teachers and other stakeholders in FET in the design and implementation of new degrees.
2. Resource teaching staff in FET colleges so they have time allocated to develop new modules and consult with their HEI counterparts.
3. Carry out a study on how the design, teaching and learning and funding models of the new degrees impact on the most marginalised groups in society.
4. Include QQI Level 4 as a pathway to the new degrees (as an alternative to the Leaving Certificate).

The National Tertiary Office (NTO) has not been involved in deliberations on this matter recently and, in all but a few areas, the take up and expansion of courses has not been as expected. The TUI awaits updates on the roll out of the pilot project.

295 TUS Athlone/Limerick Colleges

Congress instructs the Executive Committee to insist that the full

provision of Level 6 to Level 8 continues in the TU sector. In particular, where a year or years of full time TU programmes are being delivered as part of the tertiary project, Congress instructs the Executive Committee to insist that any developments negotiated around these alternative entry routes do not undermine the traditional entry route and delivery of these programmes fully within the TU.

The TUI has consistently highlighted this matter at meetings with DFHERIS, the NTO, SOLAS and other stakeholders. The take-up of places in most areas has not been up to expectations. We await an interim report on the Pilot Project from the NTO.

U. Social Justice & Solidarity

UI. Social Justice

297 Executive Committee

TUI Annual Congress proudly re-affirms the Union's fundamental belief that Irish society must be characterised in its law, its institutional culture and its social, including education, structures by embedded principles of equality, equity, justice, inclusion and tolerance. Annual Congress is gravely concerned about the increasing influence of the far-right and the fear, hatred, discrimination and violence that it invariably seeks to foment.

Congress is also concerned about the manner in which the truthfulness and integrity of language, information and reportage is being compromised by and through certain media platforms.

Congress instructs the Executive Committee to:

- Provide to members any support and protection that may be necessary against the anti-democratic and anti-educational activities and incursions of the far right.
- Bring members' concerns to appropriate IR and social dialogue fora with a view to having government departments and employers adopt robust operational and ethical protocols to safeguard the education system, education personnel and the curriculum offered to students.

- Call for the application of effective regulation of media, including social media, platforms.

The policy set out in this motion has, where applicable, informed the TUI's engagement with other stakeholders, the relevant Departments and agencies. The Union through its affiliation to the ICTU and the international education trade union organisations (EI/ETUCE) is also engaged in advocacy and strategy development (such as recommendations in regard to "third party" violence and psycho-social risks) to counter the threat represented by the far-right.

In various press statements and media contributions by/on behalf of the Union, the need to resist the threat to the social contract and to work towards inclusive societies has been highlighted.

U2. Solidarity

306 Executive Committee

The TUI espouses and promotes the core principle and belief that every person, and especially every child – irrespective of nationality, ethnicity, gender, faith – has an inalienable right to life, safety, shelter, sustenance and education.

Congress is, therefore, appalled by the intentional and cruel violence visited upon children – and other innocent, defenceless people – in the Palestinian territories and in Israel. Congress deplores and condemns as unjustifiable and unconscionable both the taking of hostages and the atrocities perpetrated by Hamas in its attack on Israel on 7th October 2023 and the atrocities perpetrated by the IDF during the grossly disproportionate Israeli offensive on Gaza since then.

Congress notes that innocent civilians have borne the brunt of the violence, with over 1,200 Israelis and almost 20,000 Palestinians killed in the first two months of the conflict and 2 million Palestinians displaced as a result of the destruction of their homes and of Gazan societal infrastructure – including hospitals and schools – by the IDF. The carnage and chaos that has been inflicted upon the people of Gaza, is an affront to decency and civility, and must be

denounced as utterly abhorrent.

In endorsing the call by Education International (EI) for release of hostages taken by Hamas and cessation of the IDF bombardment of Gaza, TUI Annual Congress demands

- An immediate ceasefire, an end to the bloodshed and the release of hostages
- The establishment of permanent humanitarian corridors to allow aid to reach the people of Gaza
- The commitment of all sides, with the active support of the international community, to engage in purposeful negotiations to provide a just and lasting solution, for the people both of Palestine and Israel, based on Resolution 77/25 adopted by the United Nations General Assembly on 30th November 2022.

The Union has consistently called for humanitarian aid and an immediate ceasefire and made financial donations to relieve the suffering of the people of Gaza. The TUI has endorsed all IPSC demonstrations.

308 Limerick City

Congress condemns, in light of the current conflict in the Middle East, the indiscriminate slaughter of innocent people regardless of their race, religion or ethnicity. Congress notes the horrific onslaught on Gaza since October 2023 and that the Israeli state is in grave violation of human rights and international law. Congress further notes that the systemic and cruel oppression of Palestinians is not limited to Gaza and is not limited to the present moment.

Congress recognises: the proud tradition of acts of resistance and solidarity in Ireland in workers movements such as the anti-apartheid actions taken by Dunnes Stores workers in the 1980s, which generated so much public support that the Irish government came under pressure to ban the importation of goods made under South African apartheid.

Congress therefore:

- supports the rights of the Palestinian people to return to their homeland, and to resist against the racist and colonial oppression they face.
- supports statements made by Trade Unions globally and nationally that show solidarity with the Palestinian people.
- supports all worker action taken

globally to hamper the Israeli war efforts.

Congress instructs the Executive Committee:

- To remember the thousands of innocent children who have been killed by the Israeli onslaught on Gaza since October 2023.
- To reiterate the commitment to a comprehensive academic boycott of Israel, as stated in a motion in 2013 which called for the same.
- To reaffirm the TUI's support for the anti-Apartheid Campaign for Palestine (to which ICTU is affiliated) by publishing an article in TUI News outlining the objectives of this campaign.

To promote that the UN International Day of Solidarity with the Palestinian People on the 29th November be marked in our schools and education centres every year and documented in TUI News.

Since the onslaught began, TUI has promoted all Ireland Palestine Solidarity Campaign demonstrations on the TUI website, on social media and by emailing Branch Chairs and Branch Secretaries for dissemination to members.

In a TUI News article, members were also urged to put pressure on politicians in relation to the Occupied Territories Bill and TUI co-signed a joint letter with other concerned organisations calling for the enactment of the Bill.

The TUI President wrote to branches informing them about BDS and how it can be utilised in an education setting.

The TUI President wrote to all TU and IOT Presidents, ETBI, ACCS and the JMB informing them of TUI's stance on BDS.

The TUI Executive Committee approved a donation to Unicef towards humanitarian assistance for Gaza.

307 Dublin Colleges

Congress recognises that the response by the Israeli Government and military to the attacks on 7th October 2023 went beyond any semblance of defence and was in fact a declared genocidal act of collective punishment, mass murder and ethnic cleansing against the people of Gaza. It was also an attack on education with the destruction through airstrikes of

two main universities and of hundreds of schools and with many students, teachers and academics being targeted and killed.

Congress calls for a permanent ceasefire, for massive humanitarian aid for the construction of Gaza, for UN protection for the citizens of Gaza and for a political process to be put in place to bring lasting peace.

Congress firmly believes that the best way to bring Israel to respect Palestinian human rights is the intensification of the global, peaceful, solidarity movement of Boycott, Divestment and Sanctions (BDS) and so it reaffirms its commitment to the academic boycott of Israeli institutions as per motion 241 passed at Congress 2013. Congress acknowledges that the academic boycott by the TUI should strictly adhere to the guidelines set out by the Palestinian Campaign for the Academic and Cultural Boycott of Israel (PACBI).

In this regard Congress instructs the Executive Committee:

- To write to the Irish Government calling for the passing of the Control of Economic Activity (Occupied Territories) Bill 2018 currently before Dáil Éireann
- To write to all the Presidents of Technological Universities and Institutes of Technology in Ireland to request that they suspend any institutional partnerships or affiliations between their institutions and Israeli educational institutions
- To inform all TUI members in writing to refrain from using, and discontinuing at the earliest feasible opportunity, any and all business contracts they may have with companies that are complicit in, or profit from, Israel's decades-long military occupation, illegal colonisation and system of apartheid imposed upon the Palestinian people
- To regularly inform the TUI's membership by email of the union's position on BDS and to encourage members to act in line with union policy on this issue
- To issue emails when appropriate to all branch chairs and secretaries calling on all TUI members to support solidarity protests for Palestine and to assist branches to have a visible TUI presence on such protests

- To make a financial donation to Academics for Palestine (AfP).

See motion 308 above. The TUI has promoted the various Irish Palestine Solidarity Campaign demonstrations on the website and on social media. In a TUI News article, members were also urged to put pressure on politicians in relation to the Occupied Territories Bill. The TUI President wrote a letter to all members encouraging them to engage with local management about BDS and how best to implement it in an education setting.

EMERGENCY MOTIONS

EMERGENCY MOTION NO. 2

TU Dublin /Co Limerick /Co Carlow /SETU Carlow-Wexford /Tipp SR /Midwest C&C /Co Mayo /Co Donegal /Co Laois /Co Louth /MTU Cork /Dublin City /Co Meath /Co Cork /SETU Waterford /Dublin Colleges /Limerick City Schools /Co Cavan /ATU Sligo / St Angela's Sligo /ATU Donegal /Co Wexford /Co Westmeath /Dundalk IT /Shannon / IADT Dun Laoghaire / TUS Athlone /TU Dublin Blanchardstown

Congress notes:

- That substantive emergency actions by Governments and aid agencies are urgently required to counter the now-orchestrated famine conditions in Gaza caused by the Israeli genocidal onslaught and the deliberate ethnic cleansing and forced starvation of almost the entire Gazan population.
- The killing on Monday this week of foreign aid workers in Gaza and the bombing of the Iranian Consulate in Damascus risks escalating the war to a regional if not international level.
- The UNSC vote last week belatedly calling for an immediate ceasefire which has been ignored by Israel.
- The declaration of emergency measures by the UN International Court of Justice (ICJ) in January and again last week, which Israel is wilfully ignoring.
- The recent occupation, killing and maiming of Gazans and devastation of healthcare facilities by Israeli military forces within and around the Al Shifa hospital in North Gaza.
- The call last week by the UN Rapporteur Francesca Albanese for Irish political leaders to move beyond

words.

- That the main influence unions have, to help Palestinians and put pressure on Israel, is to fully support the international campaign of Boycott Divestments and Sanctions (BDS)
- Congress therefore instructs the Executive Committee to:
- Recommit to the academic boycott of any institutional links between Irish and Israeli educational institutions and to write to all academic leaders/managements that TUI engages with informing them of the TUI's position.
 - Inform members in writing about BDS and how it can be implemented in their centres.
 - Support any TUI member who may be sanctioned for acting in line with BDS.
 - Affiliate and give material support to the Irish Anti-Apartheid Campaign for Palestine (IAAC-P).
 - Publicly call on the Irish Government to impose economic and trade sanctions against Israel and to end the facility to the US military at Shannon Airport which is aiding Israel.

See motion 308 above. The TUI President wrote to branches informing them about BDS and how the campaign can be supported. TUI President David Waters chaired an online event organised by the Ireland-Palestine Solidarity Committee in March 2023.

The TUI President applied for membership of the Anti-Apartheid Campaign in December 2023 and is now an official member. In a letter the TUI President called on the Irish Government to impose economic sanctions and for an end to the use of Shannon Airport by the US military.

EMERGENCY MOTION NO. 13

Co. Donegal /Co. Carlow /Co. Roscommon /Co. Offaly /Limerick Colleges /Dublin Dún Laoghaire / Co. Cavan /Co. Mayo / Co. Sligo /Co. Kilkenny

Noting the acceptance by TUI members, by way of a ballot, of the Public Service Agreement 2024 – 2026 (March 2024) and noting the acceptance of the Agreement by the ICTU (March 2024), Congress directs the Executive Committee to:

- continue to highlight that teachers have yet to have the additional workload provided in the Haddington Road Agreement removed unlike other Public Service Unions e.g. the additional hours given by teachers under S&S and the reduction in payment for that work. This issue was not addressed in the new Pay Agreement
- insist that, in return for the 3% pay increases provided for under the local bargaining provision, the official side are reminded that teachers have given increased productivity year after year and any attempts to introduce additional workload in return for the 3% will drive more and more teachers out of the profession
- ballot affected members should any additional productivity be asked of teachers in return for the 3% provided for under the local bargaining provision.

By the end of 2024, clarity had not yet emerged in regard to the Local Bargaining provision. An update will be provided at Congress 2025. The TUI has made clear the significant extent to which productivity has been delivered by members.

In regard to removal of the austerity measures that still affect the terms of the S&S scheme, a claim has been initiated at the TCC.

EMERGENCY MOTION NO.3

Dublin City /Cork City /Co. Carlow /Birr-Gallen /IADT Dún Laoghaire /Co. Cavan /Co. Clare /Co. Laois / Co. Donegal

With the release of the new Special Education Teacher Model, we see the most vulnerable students in our schools have once again been disadvantaged, with

the removal of 'complex needs' as criteria for allocating resources. The decision by the DE to remove 'complex needs' as criteria means those who require the highest level of support risk receiving less support later this year.

This move from the Department not only disadvantages the most vulnerable in our schools, it puts increased pressure on teachers, who day in, day out, work tirelessly to ensure that the students with additional needs receive the education they need and deserve.

Congress is appalled by the decision of the Department to remove 'complex needs' as criteria and condemns the rationale behind their decision – the DE said the criterion was removed on the basis of concern over the accuracy of HSE data on children with additional needs. Rather than working with the HSE on making the data more accurate, the department chose to target schools and the most vulnerable in those schools.

Congress calls on the Executive Committee to engage with the DE, with haste, to seek a reversal of their decision to remove complex needs as criteria for allocating resources.

The TUI has consistently raised all forms of disadvantage with the DoE and has sought adequate, appropriate and targeted resourcing. TUI has put a particular emphasis on SEN provision. TUI secured several changes in recent circulars that benefited both teachers and students, especially in relation to additional allocation and the use of hours. Our meetings with the units with responsibility for SEN provision have proven to be successful in advancing TUI policy and sorting individual issues.

EMERGENCY MOTION NO. 1

ATU Donegal /Limerick Colleges ATU Sligo /St. Angela's, Sligo MTU Kerry /Donegal C&C Co. Donegal /Co. Laois

Congress welcomes the announcement by Minister Harris in January 2024 of €4.5 million to support Higher Education Institutes that have multiple Campuses in Remote Regional locations. It is imperative that HEIs that have Remote Regional campuses are protected thereby ensuring in so far as possible, that

students all over Ireland can avail of high-quality courses across level 6-10. Rural campuses such as; Killybegs, Thurles, Letterfrack, Tralee will need additional support to allow them to support communities locally, allow students to study closer to their homes should they wish to do so, and to promote local economic development.

The TU Act provides for the Retention of Regional Provision but these campuses will require additional funding to achieve this aim.

Congress instructs the Executive Committee, while welcoming the funding received to date to continue to seek additional funding to support the above.

The TUI continues to engage, both locally and nationally, in this regard. In particular the Union engages with the Technological Universities and IoTs to ensure their adherence to their responsibilities for regional provision. The Union actively advocates and lobbies for increased investment in this regard.

EMERGENCY MOTION NO.5

Dundalk IT /TUS Athlone SETU Carlow /Wexford / IADT Dún Laoghaire / ATU Donegal /Dublin Colleges /St. Angela's, Sligo /ATU Sligo / SETU Waterford

Congress welcomes the announcement by Minister Harris in January 2024 of a major project in Dundalk Institute of Technology to allow the expansion of apprenticeship provision in the College. However, while welcome, DkIT's future needs to be addressed once and for all by Government – it must be facilitated and supported to become a University – all other measures are papering over cracks. As at 31st March 2024, all existing TUs have stated that they are not prepared to enter talks with DkIT about a merger or that they would not be in a position to enter such talks for many years.

The expansion of the apprenticeships in DkIT is welcome, however, failure of Government to address the overarching issue means that an entire section of the country – the North-East – does not have a University. Congress therefore instructs the Executive Committee to:

- seek an urgent meeting with DFHERIS on the future plans for DkIT
- set out in all meetings with TDs and

RESOLUTIONS

REFERRED

- Senators of their failure to have a University in the North-East and write to all branches/schools/workplaces in the North-East region in advance of a General Election and encourage them to make this an election issue.

The Union, at local and national level, has actively prosecuted TUI strategy in regard to the demand that the future of DkIT be secured and that it be facilitated to secure university designation in the context of the national policy as expressed in legislation. As and when appropriate, there was engagement with the relevant agencies and with the political system.

EMERGENCY MOTION NO. 4

**Dublin City/Cork City/Co. Carlow
Birr-Gallen /IADT Dún Laoghaire /
Co. Cavan /Co. Clare /Co. Laois /
Co. Donegal**

Congress condemns the decision by the DE to reduce the funding for pupils who participate in the 'Summer Provision Programme Funding'.

Funding has been reduced from €60 per pupil in 2022 to €45 per pupil in 2023 and now €30 for 2024. It would appear that the Department decided to go for the hat trick- Special Education Teacher Model, Assessment of Needs Model and, now, the Summer Provision Programme! Congress demands that the Executive request a meeting with the DE in order to call the funding for this programme to be restored to €60.

The TUI has raised a range of issues with the Department of Education in relation to funding - from the effects of the IT grants in certain schools (particularly DEIS schools) to the lack of support for individual students. TUI has highlighted the need for targeted support, particularly for DEIS students in non DEIS settings, and the importance of enhanced and targeted support for students as the new SCR is rolled out.

83 Co. Kerry/Co. Longford/Co. Meath/Co. Offaly/Co.

Roscommon/Co. Westmeath

Congress instructs the Executive Committee to negotiate with relevant bodies an improved parental leave option for teachers whereby they are given an option of taking one day a week parental leave in line with other public servants, as well as other options available at the moment. This is presently only available to teachers under specific circumstances rather than an entitlement to all. At present, many parents cannot afford to take blocks of unpaid time off without pay. Teachers work/life balance is important and this option would support teachers and help the recruitment and retention crisis in education.

RESULT Referred

The matter of how parental leave can be availed of by teachers is kept under review and raised as necessary at the TCC.

89 Co. Roscommon

Congress instructs the Executive Committee to negotiate conditions whereby career breaks and job shares refused under 'curricular needs' would only be refused pending the outcome of an interview process for a temporary replacement. This would mean efforts would be made to see if a suitable temporary replacement could be found for the teacher going on career break/job share via an interview process. If a suitable temporary replacement could be found, the job share/career break would be granted.

RESULT Referred

The timeline implications of this motion make its application impracticable.

147 Co. Kerry

In order to address the substitution crisis in Further Education, Congress calls on the Executive Committee to engage with the Department of Education/DFHERIS to insist teachers are given the option of paid substitution in addition to their timetabled hours.

Full time teacher contracts are currently 22 hours and the timetabled teaching week is 28 hours. It should be open to all teachers to substitute the additional 6 hours. In an average school of 40 teachers, this would cover all immediate substitution requirements.

Furthermore, teachers should have the option of opting in or out depending on personal circumstances. Such an initiative would benefit teachers and schools/centres by solving substitution issues and providing additional income to teachers during a cost-of-living crisis.

Amendment Galway

Amend the first paragraph to read: "In order to address the substitution crisis in Further Education, Congress calls on the Executive Committee to engage with the Department of Education/DFHERIS to insist teachers and tutors are given the option of paid substitution at their personal hourly rate in addition to their timetabled hours."

RESULT Referred. Amendment Withdrawn

154 Dublin C & C

The role of the Additional Educational Needs Co-ordinator has become increasingly demanding. The role also requires specific skills and knowledge and therefore should be outside the remit of general AP roles. Congress instructs the Executive Committee to negotiate with the DoE to insist that the role of AEN Co-ordinator (akin to a Programme Co-ordinator) is created as a PoR with a substantial time remittance to reflect the requirement of the role.

RESULT Referred

The established priority for the Union is the restoration of posts of responsibility to at least the level that obtained before the imposition of the moratorium in 2009.

274 Boyne Area

Notwithstanding the increased usage of CCTV in public spaces, the TUI reasserts the right of teachers and students to not be filmed in classrooms.

RESULT Referred

The current policy of the Union in regard to the use of CCTV in school premises remains in place.

Salary scales – 1st March 2025

The salary scales set out on the following pages take account of the 2% (or €1,000, whichever is greater) increase under Building Momentum payable from 1st March 2025.

Points 4 and 8 are now skipped in all post-2011 scales, meaning new and recent entrants move up these scales more quickly. In addition, teachers on the post-2011 scale will also skip point 12.

TEACHERS COMMON BASIC SCALE

Scale for those who entered profession before 1 January 2011

See next page for details of allowances payable

Revised salary scale for teachers who entered the profession since 1/1/11

This includes the full value of the Professional Masters of Education (PME)/Higher Diploma in Education Allowance (H.Dip) with effect from 1st February 2022.

	Effective from 01/3/25	Effective from 01/3/25
1	€42,417	€45,829
2	€43,269	€47,465
3	€44,469	€49,334
4	€45,674	€50,187
5	€47,542	€51,396
6	€48,752	€52,888
7	€49,961	€54,609
8	€53,061	€56,370
9	€54,670	€57,849
10	€56,625	€60,502
11	€58,586	€62,159
12	€60,571	€64,144
13	€62,232	€66,116
14	€64,434	€68,104
15	€64,434	€69,766
16	€64,434	€71,967
17	€67,467	€71,967
18	€67,467	€71,967
19	€67,467	€75,000
20	€67,467	€75,000
21	€71,478	€75,000
22	€71,478	€75,000
23	€71,478	€79,007
24	€71,478	€79,007
25	€75,905	€79,007
26		€79,007
27		€83,439

PART-TIME HOURLY RATES (SECOND LEVEL)

Please note that 12% of the applicable rates will be removed to represent statutory annual leave entitlement of 4 weeks per year. Teachers will then be paid during the Christmas, Easter and summer holidays. Overall remuneration will not change.

1. Qualified hourly casual rate (pre-2011 entrant):

€53.73 + €7.33

Qualified hourly casual rate (post-2011 entrant):

€48.07 + €6.55

2. Unqualified hourly rate (pre-2011 entrant):

€47.21 + €6.44

Unqualified hourly rate (post-2011 entrant):

€42.49 + €5.79

3. Qualified non-casual rate paid to teachers according to their own personal point on the incremental salary scale plus allowances divided by 730. This will give your own personal hourly rate.

This divisor may reduce owing to the additional bank holiday in February. Please check the TUI website for updates on this.

For full details on all scales see Circulars 15/2025 (Second level), 17/2025 (Further/adult education) and 01/2025 (Higher education) on the TUI website.

PRINCIPALS' ALLOWANCES

Category	01/3/2025
I	€11,342
II	€12,709
III	€14,908
IV	€17,494
V	€20,350
VI	€23,248
VII	€26,053
VIII	€28,890
IX	€30,975
X	€33,132
XI	€36,274
XII	€38,399
XIII	€42,506
XIV	€43,894
XV	€47,609
XVI	€49,674
XVII	€51,736

DEPUTY PRINCIPALS' ALLOWANCES

Category	01/3/2025
I	€4,591
II	€6,008
III	€7,942
IV	€9,956
V	€11,905
VI	€13,942
VII	€15,899
VIII	€17,822
IX	€19,339
X	€20,816
XI	€23,106
XII	€24,523
XIII	€27,587
XIV	€28,187
XV	€30,796
XVI	€31,981
XVII	€33,157

POSTS OF RESPONSIBILITY

Assistant Principal (API)	€10,377
Assistant Principal (APII)	€4,591

Academic Allowances for those who entered teaching after 1/1/11

The revised salary scale on previous page for post 1/1/2011 entrants includes the Honours Primary Degree allowance and the value of the PME allowance. Accordingly, payment of the Honours Primary Degree allowance, Pass Degree Allowance, Pass Masters Degree allowance and the PME allowance for post 1/1/11 entrants has ceased.

Academic Allowances for those who entered teaching before 1/1/11**Academic Allowances**

Either of the allowances (a) or (b) may be held together with any one of the allowances (c) to (g).

	01/3/2025
(a) (i) H. Dip in Ed. (Pass)	€719
(ii) Higher Froebel Certificate	€719
(b) (i) H.Dip in Ed. (1st or 2nd Hons)	€1,505
(ii) Ard Teastas Gaeilge	€1,505
(c) Primary Degree (Pass)	€2,244
(d) Masters Degree by thesis or exam (Pass)	€5,993
(e) Primary Degree (1st, 2nd or 3rd Hons)	€5,993
(f) Master Degree (1st or 2nd Hons)	€6,695
(g) Doctors Degree	€7,480

OTHER ALLOWANCES*

	01/10/2024
(i) Teaching through Irish	€1,928
(ii) Gaeltacht Grant	€3,731
(iii) Island Allowance	€2,244
(iv) Diploma for Special Education	€2,969
(v) Special Allowances payable to teachers appointed before 1/1/1987 in Comprehensive Schools	€3,011
(vi) Allowance for teachers with 35 years service (long service allowance - payable after 10 years completed on the maximum point of the salary scale)	€2,829

*Please note that as per Circular Letter 15/2025, certain allowances for new beneficiaries were abolished with effect from 1st February 2012 and their appearance in the scales does not confer an entitlement to the allowance where the staff member was not already entitled to the allowance

ADULT EDUCATION OFFICERS*(not reduced for post I/I/I/I new entrants)**Effective from
01/3/25*

€62,329
€65,195
€68,062
€70,928
€73,792
€76,655
€79,522
€81,148
€84,000
€86,895
€89,794
€92,691
€97,038

YOUTHREACH CO-ORDINATORS*(not reduced for post I/I/I/I new entrants)**Effective from
01/3/25*

€46,664
€50,466
€54,385
€59,389
€62,564
€66,691
€70,797

LSI
LSII

€73,966
€76,291

**ADULT LITERACY ORGANISERS/
COMMUNITY EDUCATION FACILITATORS****Pre I/I/I/I entrant***Effective from
01/3/25*

€52,683
€54,377
€56,111
€57,858
€59,615
€61,380
€63,144
€64,907
€66,670
€68,433
€70,199
€72,215
€74,735

Post I/I/I/I entrant*Effective from
01/3/25*

€47,932
€50,841
€52,683
€54,377
€56,111
€57,858
€59,615
€61,380
€63,144
€64,907
€66,670
€68,433
€70,199
€72,215
€74,735

Effective from 01/3/25

NALA/WIT Certificate
NALA/WIT Diploma

€1,234
€2,474

**ADULT EDUCATION GUIDANCE
CO-ORDINATOR ALLOWANCES**

+ I information
officer or

Counsellor	€4,103	€4,103
+2-3 staff	€5,288	€5,288
+4-5 staff	€6,993	€6,993
+6-7 staff	€8,761	€8,761

**YOUTHREACH RESOURCE/BTEI ADULT
EDUCATOR****Pre I/I/I/I entrant***Effective from
01/3/25*

€39,991
€41,819
€43,995
€46,175
€48,365
€50,555
€52,802
€55,133
€57,512
€59,924
€62,510

Post I/I/I/I entrant*Effective from
01/3/25*

€37,034
€38,691
€39,991
€41,819
€43,995
€46,175
€48,365
€50,555
€52,802
€55,133
€57,512
€59,924
€62,510

LSI
LSII

€64,658
€66,810

€64,658
€66,810

**YOUTHREACH QUALIFICATION
ALLOWANCES***Effective from
01/10/24*

Degree/tch recognition	€3,703
Diploma	€2,473
Certificate	€1,234

SALARY SCALES FOR ACADEMIC STAFF IN INSTITUTES OF TECHNOLOGY/ TECHNOLOGICAL UNIVERSITIES

ASSISTANT LECTURER HOURLY RATE

Lecturers in service
before 1/1/11 - 1/3/25
€80.39

Lecturers who began
service on or after 1/1/11
€73.24

ASSISTANT LECTURER

Pre-1/1/11 Entrant Effective from 01/3/25	Post-1/1/11 Entrant Effective from 01/3/25
€50,646	€46,140
€52,506	€48,616
€54,459	€50,646
€56,031	€52,506
€57,637	€54,459
€59,250	€56,031
€60,873	€57,637
€62,479	€59,250
	€60,873
	€62,479

COLLEGE TEACHER

Effective from
01/3/25

€47,585
€49,446
€51,321
€53,234
€55,238
€57,237
€59,254
€61,296
€63,891
€65,976
€68,064
€70,797
€73,532
€75,683
€80,503
€81,474

LECTURER SCALE I

€60,168
€63,030
€65,370
€67,743
€70,716
€79,651
€81,016
€83,605
€86,236
€88,873
€91,517

LECTURER SCALE

(also Lecturer 2 -
appointees before
September 1998)

Effective from
01/3/25

€67,577
€70,689
€81,539
€84,379
€87,250
€90,134
€93,033
€95,910
€98,786
€101,676
€104,559

LONG SERVICE INCREMENTS

(Lecturer 2 scale only - appointees before September 1998)

Long service increment LSI -
after 3 years on the maximum
of the scale

€107,341

Long service increment LS2 -
after 6 years on the maximum
of the scale

€110,123

SENIOR LECTURER I

Effective from
01/3/25

€91,950
€95,082
€98,200
€101,338
€104,459
€107,578
€110,714
€113,830

SENIOR LECTURER II

€95,038
€98,027
€101,009
€103,998
€106,988
€109,972
€112,955
€115,945
€118,926
€122,187

SENIOR LECTURER III

€102,248
€105,836
€109,426
€113,017
€116,607
€120,195
€124,055
€127,674
€131,509

Remembering Jim Cooke

It was with great sadness that we learned of the death of Jim Cooke on February 1st.

Jim Cooke was born in June 1942, the fifth of a family of seven children into a small farmer's homestead where self-sufficiency and home produced produce was the order of the day, surrounded by great neighbours and a wonderful community.

Jim won a Kilkenny County Council scholarship from Kilmacow NS which facilitated his entry as a boarder into Good Counsel College, New Ross. Following his Leaving Certificate, he joined St Kieran's College Seminary Kilkenny and completed four years of study before leaving to join the Irish Times.

While in the Irish Times he completed, through part time studies, a BA degree in UCD followed by a H Dip in Education in Trinity College. Years later he completed a Masters in Literature (M Litt) in Trinity College.

In 1968 he joined Ringsend Technical Institute and taught English there until he retired in 2001.

In 1972 Jim married Nuala Farren and they set up home in Marley Avenue, Rathfarnham. They had four children; regrettably, tragedy struck when Nuala passed away from cancer at the age of 44 in 1992. Strengthened by his own resolve and helped by family and friends Jim and his children coped with the situation, and the children, now grown up, are doing well for themselves, as are his five grandchildren.

Jim was a prolific writer as an academic and historian. In total he researched and published over 20



books and an extensive list of articles, book chapters and reports on historical, educational and cultural topics of national and international interest. Jim had a detailed knowledge of technical education in Ireland and a career-long commitment to public education and social justice as a teacher, a historian and as an activist in the trade union movement. His most recent book, launched at the end of 2023, detailed awards made by philanthropists to the Irish education system.

Ringsend Technical Institute was opened as a fishery school in 1893. Throughout its life it changed tack many times in tandem with the industrial/economic and social changes of the time showing vision, commitment and its capacity for innovation. To mark the opening of

the new CDVEC Ringsend Technical Institute in 1981, Jim, with a little help from other staff members, produced a 32 page booklet giving a comprehensive history of the Old School and relevant information on the New School. In his account on page 24 he wrote, 'in January 1978 the old Ringsend School building, that had at many times led the country in technical and vocational education was demolished over a weekend'. It is a most informative booklet.

During his college years Jim was a table tennis player of no mean ability and won many a trophy. Today, I expect that there are some retired TUI teachers that have memories of meeting Jim, bat in hand, at national and Dublin teacher table tennis tournaments during the 1970s when he was playing for Ringsend Technical Institute.

Throughout his teaching career Jim was a stalwart member of the TUI and served as the union staff rep for a number of years where he was always ready and available to advise and support colleagues when help was needed. Jim was loyal member of the RMTUI for close on 25 years. He will be sadly missed.

During his life his love and duty to his family, his commitment to social justice and equality, his generosity and helpfulness in his local community and his volunteerism across different fields were just some the ways he made a positive impact on others.

Slán le fear uasal – Ar dheis Dé go raibh a Anam.

Eamonn Kerrigan

RMA News

RMATUI group trip to Italy!

The RMATUI group, led by Mary Lane Heneghan and Michael McNulty, will embark on a tour to Lake Garda in Italy between October 16th - 20th, 2025. The trip is excellent value, costing €869 per person sharing based on 50 passengers. The single supplement is an additional €160. Travellers will fly from Dublin to Milan and stay four nights at the four-star Oasis Park Hotel, with breakfast and evening meals included in the package. Executive coaching and guides will be provided throughout the trip.

Excursions and activities include a Lake Garda cruise, a ride on the Monte Baldo cable car and guided tours of Venice and Verona. Participants will also visit the picturesque town of Sirmione. GTI Travel consultant Andrew Stanley will oversee itinerary planning and offer 24-hour emergency support. Further details can be found on the RMA website.

Public Service Pensions Update

Under the Building Momentum 2021-2022 pay agreement, a 1% Sectoral Bargaining Fund pay increase was allocated to public servants. The impact on public service pensions depended on how these funds were utilised. Pensions would have been adjusted accordingly if applied as a general pay increase, while allocation to a sectoral claim left pensions unchanged. A portion of this fund was used to incorporate the PME/H Dip allowance into salary scales for post-January 2011 new entrants, with some funds remaining unspent. The 2024 RMA AGM called for an urgent resolution. The RMA management committee met in the TUI Head Office on Wednesday, February 19th. The meeting was addressed by TUI Vice President Anthony Quinn, who informed us of efforts by TUI to agree with other unions on a plan to update salaries and pensions by dealing with the outstanding amounts.

Public Service Pay Agreement 2024-2026

Under the terms of this agreement, the

next pension adjustment of 2% is due in March 2025. The adjustment was due on the 13th or 27th March 2025. Both pension and pensionable allowances are included in this adjustment.

Branch Reports

Area 1: Michael Daly reports that a Carlow/Laois meeting was held on 11th October. The meeting included a pension update. The Branch is seeking new officers. The next meeting was scheduled for 6th March. Wicklow held a well-attended AGM and Branch meeting on 5th December and all officers were returned unopposed. A Christmas lunch followed the meetings.

Area 2: At a recent meeting in Athlone the need for new Branch officers was highlighted and also need to fill the vacant RMA Management Committee representative position.

Area 3, represented by Brigid Sheridan, had scheduled a meeting for 13th March in Cavan, featuring a talk on power generators, which has become a requirement after the prolonged power outages after the recent storm. There was also a meeting of the Meath Branch scheduled for the last week of February.

Area 4, represented by Mary Walsh, hosted a presentation from SETU on health supplements and organised an outing to SETU Laboratories. The Branch celebrated its 10th anniversary with a Christmas lunch.

Area 5, Kerry held their branch meeting and AGM on 16th December 2024. The Chair and Treasurer of the RMA attended and gave a full and detailed report. A lively debate followed. All serving officers were re-elected for a further year.

Area 6 - the Limerick, Clare and North Tipperary Branch - remains active, with the most recent meeting held on 30th January with over twenty attendees. The area representative Noel Spittle reported on a meeting, which included a

meal and executive reports. The Branch Secretary Gerry Mulhern who passed away in the summer of 2024 was remembered by all in attendance. Members of the Branch attended the funeral, and condolences were sent to Gerry's widow on behalf of the Branch. Mary Hackett recently retired from TETB agreed to fill the position of Secretary. It is hoped the next meeting will be organised in early April.

In **Area 7,** Pat Riordan reports that outgoing chairperson Alan Dodd is retiring, while the Cork City Branch has invited RMA members to attend their meetings.

Area 8 (Galway and Mayo). Geraldine O'Daly reported that a well-attended meeting was held in Galway recently and the next meeting was planned for 20th March.

A meeting to re-establish the Mayo Branch was held in late autumn 2024 attended by the area representative as well as the Chair and Treasurer of the RMA. The area representative is to have a meeting with this branch in April 2025.

Area 9: Joe Carolan informed the meeting that the RMA Branch in conjunction with local RSTA, and RTAI members have organised their annual joint presentation on March 11th, 2025, featuring a stage presentation, entertainment and a meal at the Hawk's Well Theatre in Sligo.

Area 10: Currently the Branch is inactive and the representative position on the Management Committee remains vacant.

In **Area 11/ 12,** the positions of joint secretaries remained vacant after the November 2024 AGM. The matter was discussed at the 17th February committee meeting, and the result was that Kevin Farrell and Eamonn Kerrigan agreed to continue as acting joint secretaries in the interim.

Area 13: Joan Sheehan reported that the Branch continues to meet regularly.

Sponsored by


Congratulations to:
Vol 47 No 3 winner
**Lisa Loughran,
Ó' Fiaich College,
Dundalk, Co Louth.**

Crossword

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

Only one entry per member.
Photocopies can be submitted.

Name _____

Workplace _____

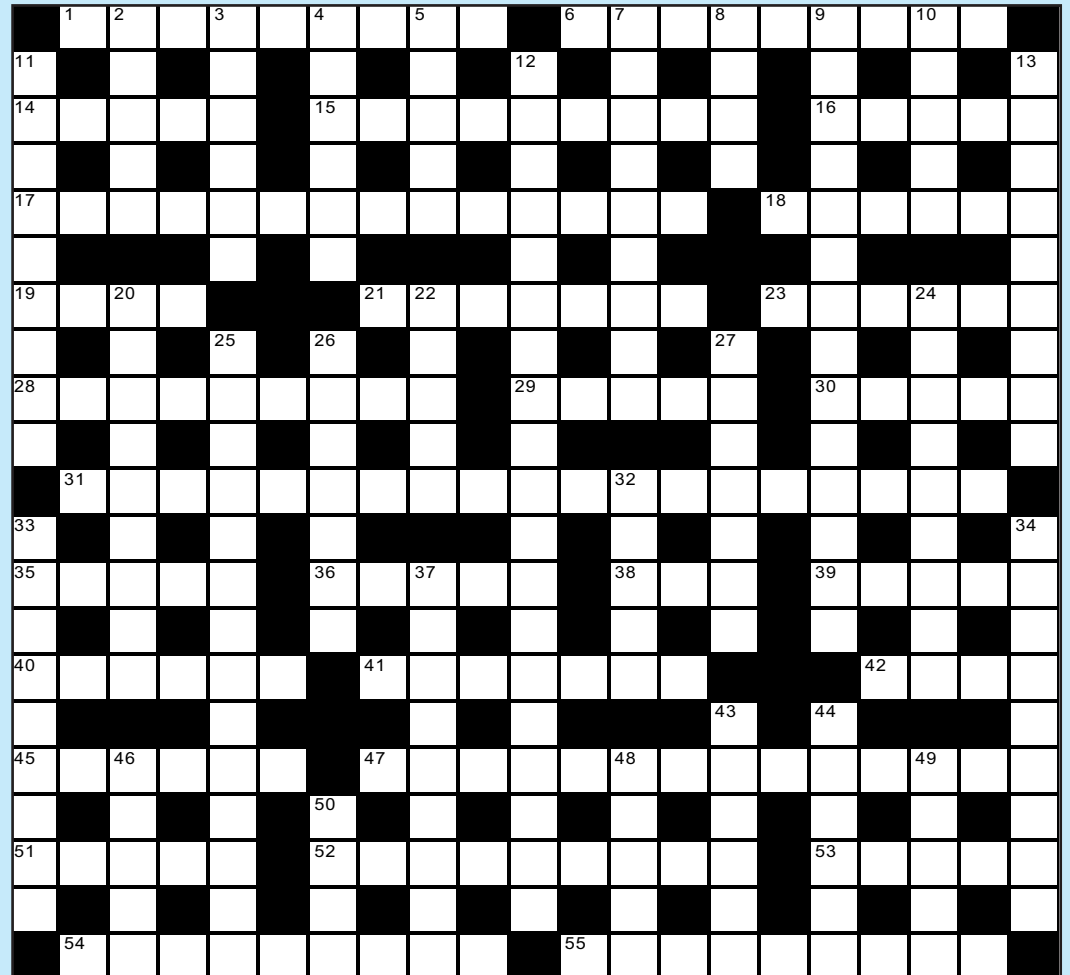
Address _____

Contact number _____

TUI Branch _____

Send entries to
TUI Crossword April 2025
TUI, 73 Orwell Rd, Rathgar,
Dublin 6, D06 YP89.

Closing date for entries:
Monday 28th April, 2025



ACROSS

- 1 The aerial-warfare branch of the Wehrmacht (9)
- 6 To be lost or stolen (informal) (2,7)
- 14 Of a deep somewhat purplish blue colour (5)
- 15 Medium-sized fir of northeastern North America, used for medicinal and therapeutic purposes (6,3)
- 16 A visual representation (5)
- 17 Healthcare professionals who specialise in the branch of medicine focused on the teeth, gums, and mouth (6,8)
- 18 Of the greatest possible degree, extent or intensity (6)
- 19 A cut of meat taken from the side and back of an animal between the ribs and the rump (4)
- 21 Praise vociferously (7)
- 23 The arch of the foot (6)
- 28 A tv serial, usually long-running, which generally deals with family and community matters (4,5)
- 29 Post a short message on Twitter (a microblog, now X) (5)
- 30 1993 black comedy drama film written and directed by Mike Leigh and starring David Thewlis (5)
- 31 Any activity aimed at protecting an agency's intelligence program from an opposition's intelligence service (19)
- 35 The act of lifting something with great effort (5)
- 36 Aromatic herb often associated with Italian cuisine (5)
- 38 Enemy (3)
- 39 A significant other to whom you are not related by marriage (5)
- 40 Out of condition; not strong or robust; incapable of exertion or endurance (6)
- 41 A condensed but memorable saying (7)

- 42 Something (often something deceptively attractive) that catches you unawares (4)
- 45 Full of zest or vigour (6)
- 47 Appealing to a wide range of tastes or opinions (3-4-4-3)
- 51 An establishment where a hairdresser or beautician conducts trade (5)
- 52 If you have diplopia, you --- ----- (3,6)
- 53 To establish the existence, truth, or validity of (as by evidence or logic) (5)
- 54 A formal expression of praise (9)
- 55 One of the tendons at the back of the knee (9)

DOWN

- 2 1997 Oliver Stone movie starring Sean Penn and Jennifer Lopez (1-4)
- 3 A protective leather or steel cover for the toe of a boot or shoe, reinforcing or decorating it (6)
- 4 The superior of a group of nuns (6)
- 5 Related to or having filaments (especially across a field of view as in the eyepiece of a telescope) (5)
- 7 Morally repugnant or distasteful; causing disgust or strong disapproval (9)
- 8 A hairstyle characterized by a tightly curled locks and a rounded shape. (4)
- 9 Crafting implement, consisting of a slender rod with pointed ends; usually used in pairs (8,6)
- 10 Muse of lyric and love poetry (5)
- 11 A blast of wind laden with sand (9)
- 12 A system that provides home entertainment via signals emitted from space (9,10)
- 13 Predatory invertebrates with many legs that live in gardens (9)
- 20 A woman someone is in love with (9)
- 22 Omnivorous mammal of Central America and South America, known as 'hog-nosed racoon' (5)
- 24 Stay in a building or location protected from danger or bad weather (4,5)
- 25 A weight that balances another weight (14)
- 26 A persistence of sound after its source has stopped, typically caused by reflection from surfaces (7)
- 27 Marked or decorated with stripes (7)
- 32 Someone who is serving a life sentence in prison (5)
- 33 Lacking or characterized by lack of ambition or initiative (9)
- 34 A mechanical device that rotates to push against air or water (9)
- 37 A vast plain in Tanzania to the west of the Great Rift Valley known for its wildlife (9)
- 43 A dish served as the last course of a meal; the festivities held after a wedding breakfast (6)
- 44 Marginal consciousness (6)
- 46 Aston ---- association football team founded in 1874 in Birmingham (5)
- 48 Any of several fleet black-and-white striped African equines (5)
- 49 A smooth thin-walled nut in a woody cup-shaped base (5)
- 50 Catch sight of; to perceive with the eyes (4)