

## Senior Cycle Redevelopment Implementation Support Measures

### TUI recommends acceptance of proposals

#### A Word From The President

Colleagues,

I urge you to take the time to read this TUI News ballot special and the supporting documentation on the TUI website before you vote on this critically important issue.

#### Successes to date

TUI's campaign to protect fairness and standards at Senior Cycle has already had some notable successes. The Union successfully campaigned against the plan to introduce Paper One in both Leaving Certificate English and Irish at the end of fifth year, with the shelving of the plan announced in February 2023.

Even more significantly, the then Minister announced in September 2023 that she was dropping plans for teachers to mark their own students for State certification purposes. This has always been a red-line issue for our members.

However, in September 2023, the then Minister also announced her intention to accelerate the pace of Senior Cycle redevelopment from the original timeline, which led to significant concerns from members. We continued to campaign around these issues culminating in a joint lunchtime protest in November 2024, along with our ASTI colleagues, to highlight our legitimate concerns.

#### Intensive engagement – document from Department

More recently, the TUI has been involved in intensive engagement with the Department of Education and Youth around the concerns of you, the members, in relation to the accelerated pace of Senior Cycle Redevelopment and in relation, in particular, to key resources.

In March 2025, the Union made a comprehensive submission to the Department on the measures we wished to see implemented. This submission is available to read in the appendix to the Department of Education's Senior Cycle Redevelopment Implementation Support Measures document,



TUI PRESIDENT, DAVID WATERS

which is available to download on the TUI website.

#### Ballot of members

We expressed our deep disappointment when the current minister announced on 8th April 2025 that all of the Tranche 1 subjects would proceed in September 2025 under the accelerated timeframe. However, the unions were invited to further intensive engagement, and in line with a resolution adopted at TUI Annual Congress last month, we are now putting the proposals that emerged from this engagement to a ballot of members.

The Minister for Education and Youth has the power to prescribe the curriculum through the Education Act 1998, so we cannot ballot members on the curriculum, per se. However, members are being balloted on the acceptability or otherwise of a number of related provisions to support the implementation of Senior Cycle redevelopment.

#### TUI requests accepted

As is apparent in the document, the Department has agreed to a number of our specific requests, including a rebalancing of the 'Croke Park' hours, a shortening of the qualification period for eligibility for a CID, additional posts of responsibility for both Senior Cycle redevelopment and also for

schools offering Senior Cycle Level 1 and Level 2 Learning programmes.

There are also commitments to further engagement around workload, additional teacher allocations to schools in certain circumstances, resourcing for science laboratories and the establishment of a task force on Artificial Intelligence. While the agreement does provide for reviews on the 40% AACs and extra resources for schools, the TUI will need to be vigilant that Senior Cycle redevelopment does not create any unforeseen inequality for students, particularly in DEIS schools.

#### Executive Committee recommends acceptance of proposals

The Executive Committee of the Union has assessed the document and is recommending that members accept it.

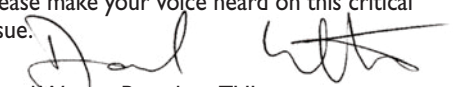
After intensive engagement with the Department, the Union believes that these proposals are the best that could be achieved through negotiation and that they have the potential substantially to allay concerns expressed by teachers in terms of the resources required by schools and teachers to implement Senior Cycle redevelopment.

#### Second, simultaneous ballot for industrial action

Separately, the Union is seeking, in the event of the negotiated document not being accepted, that members vote to engage in a campaign of industrial action, up to and including strike action. The Executive Committee is recommending that you Vote Yes in this ballot also.

We urge you to read this TUI News Ballot Special carefully and also to read supporting material, including the full document, on the TUI website. If you can, you should also attend one of the information evenings that will take place around the country and online.

Please make your voice heard on this critical issue.

  
David Waters, President, TUI

## Who is being balloted?

All TUI members involved in the delivery of Senior Cycle and members, including those to whom agreed transfer arrangements apply, who could be required to deliver Senior Cycle.

## Why are you being balloted?

You, as a TUI member with an involvement in Senior Cycle, are being balloted on the acceptability or otherwise of the negotiated document Senior Cycle Redevelopment Implementation Support Measures.

You are also being asked if you agree to engage in a campaign of industrial action, up to and including strike action, as directed by the Executive Committee in the event of the negotiated document not being accepted by members.

The full document can be downloaded from the TUI website ([www.tui.ie](http://www.tui.ie))

The questions you will be asked on the ballot papers are as follows:

### Ballot No. 1:

Do you accept the negotiated document entitled *Senior Cycle Redevelopment Implementation Support Measures*?

### Ballot No. 2:

In the event that the negotiated document entitled *Senior Cycle Redevelopment Implementation Support Measures* is not accepted by members, do you agree to engage in industrial action up to and including strike action, as directed by the TUI Executive Committee?

## What is the TUI Executive Committee recommending?

**Ballot No.1:** The union's Executive Committee recommends that you **VOTE "YES"** to accept the negotiated document.

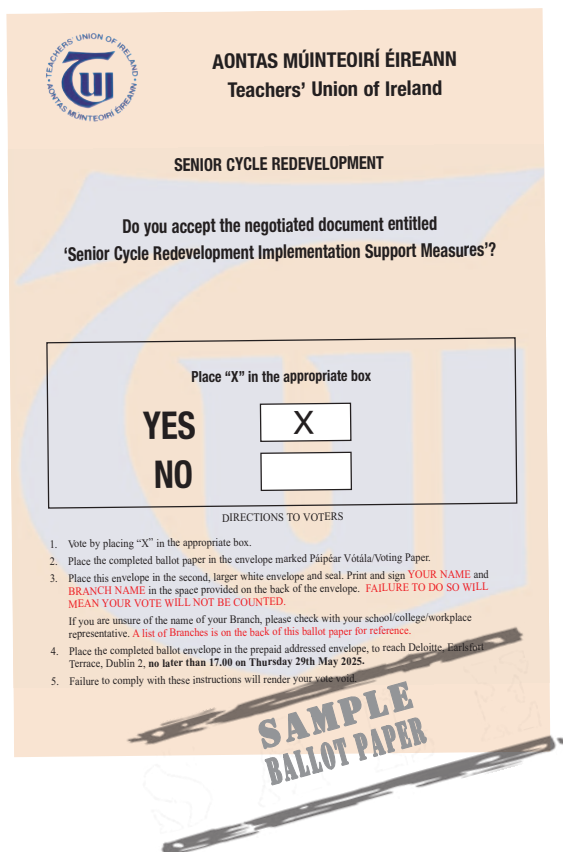
**Ballot No.2:** The union's Executive Committee also recommends that you **VOTE "YES"** to agree to industrial action up to and including strike action, in the event of the negotiated document not being accepted.

## Why is the Executive Committee recommending acceptance of Senior Cycle Redevelopment Implementation Support Measures?

Following intensive and lengthy engagement with the Department, the Union believes that these proposals are the best that that could be negotiated and that they have the potential to address concerns in terms of the resources required by schools and teachers to implement Senior Cycle redevelopment. The proposals also provide for the establishment of mechanisms demanded by the Union to address other areas of concern to members - Artificial Intelligence, Teacher Workload, Right to Disconnect etc.

### Ballot No.2

### Ballot No.1



**AONTAS MÚINTEOIRÍ ÉIREANN**  
Teachers' Union of Ireland

**SENIOR CYCLE REDEVELOPMENT**

Do you accept the negotiated document entitled  
'Senior Cycle Redevelopment Implementation Support Measures'?

Place "X" in the appropriate box

YES	<input type="checkbox"/>
NO	<input type="checkbox"/>

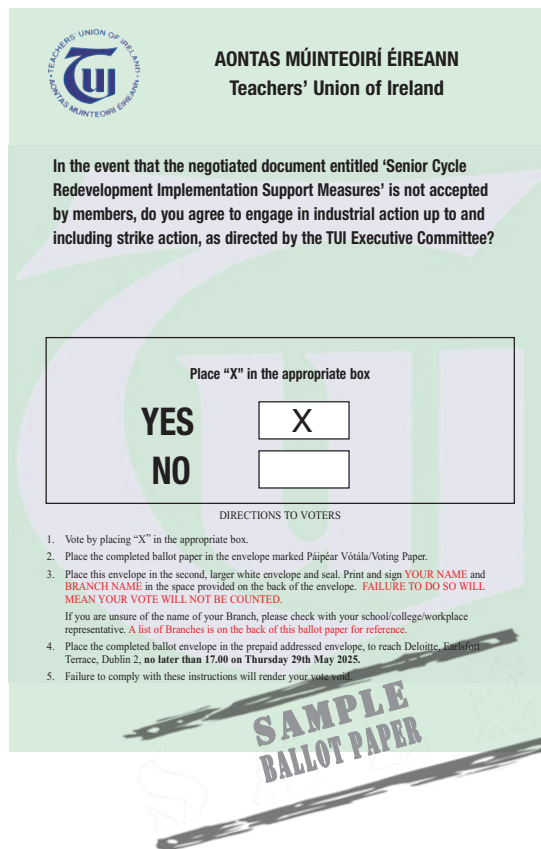
**DIRECTIONS TO VOTERS**

- Vote by placing "X" in the appropriate box.
- Place the completed ballot paper in the envelope marked *Páipéar Vótála/Voting Paper*.
- Place this envelope in the second, larger white envelope and seal. Print and sign **YOUR NAME and BRANCH NAME** in the space provided on the back of the envelope. **FAILURE TO DO SO WILL MEAN YOUR VOTE WILL NOT BE COUNTED.**

If you are unsure of the name of your Branch, please check with your school/college/workplace representative. A **list of Branches** is on the back of this ballot paper for reference.

- Place the completed ballot envelope in the prepaid addressed envelope, to reach Deloitte, Earlsfort Terrace, Dublin 2, **no later than 17.00 on Thursday 29th May 2025.**
- Failure to comply with these instructions will render your vote void.

**SAMPLE BALLOT PAPER**



**AONTAS MÚINTEOIRÍ ÉIREANN**  
Teachers' Union of Ireland

In the event that the negotiated document entitled 'Senior Cycle Redevelopment Implementation Support Measures' is not accepted by members, do you agree to engage in industrial action up to and including strike action, as directed by the TUI Executive Committee?

Place "X" in the appropriate box

YES	<input type="checkbox"/>
NO	<input type="checkbox"/>

**DIRECTIONS TO VOTERS**

- Vote by placing "X" in the appropriate box.
- Place the completed ballot paper in the envelope marked *Páipéar Vótála/Voting Paper*.
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**SAMPLE BALLOT PAPER**

## Why is TUI balloting on resourcing rather than on the curriculum?

Ultimately, the Minister for Education has the power to prescribe the curriculum through the Education Act 1998. This power is outlined in Section 30 of the Act, which allows the Minister to set requirements for curriculum provision.

In this regard, stakeholders, including the TUI, have no veto.

Accordingly, this ballot is not on the curriculum but on the acceptability or otherwise of the various supports and commitments that have been negotiated in terms of resourcing for Senior Cycle redevelopment. These are contained in sections 5 (Professional capacity) and 6 (System capacity and programme supports) of the document.

## What has already been achieved in this campaign?

- Significantly, following extensive lobbying, and Annual Congress resolutions, a focused and consistent media presence and robust engagement in various fora by the TUI, the then Minister for Education announced in September 2023 that she was dropping plans for teachers to mark their own students for State certification purposes. This had long since been a red-line issue for the TUI.
- The TUI successfully campaigned against the stated plan to introduce Paper One in both Leaving Certificate English and Irish at the end of fifth year, with the Minister announcing in February 2023 that the plan was to be shelved.

## When will the ballot take place?

Ballot papers will be posted to all workplaces offering Senior Cycle on Wednesday, 14th May, 2025.

Completed ballot papers must be returned, in the envelopes provided, to the union's auditors, Deloitte, by 5.00pm on Thursday, 29th May 2025.

(To ensure that completed ballots reach Deloitte by the closing date, they should be posted by Tuesday, 27th May 2025 at the latest.)

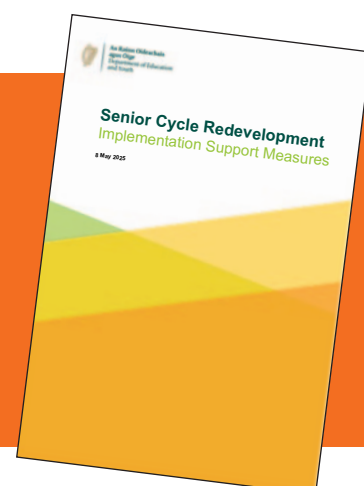
## What are the key commitments set out in the document?

- Payment of the 3% pay increase due under the Local Bargaining provision of Public Service Agreement 2024-2026 (1% on 1st September 2025 and 2% in its successor agreement)
- A rebalancing of the 'Croke Park' hours, which increases the 10 non-whole school hours to 14 hours, to allow for teacher-led activities related to Senior Cycle on a high trust non-whole school basis
- An additional dedicated post of responsibility for Senior Cycle Redevelopment purposes in schools – at API or AP2 level, depending on enrolment and will include timetable alleviation at an appropriate level
- An additional dedicated post of responsibility for schools offering Senior Cycle Level 1 and Level 2 Learning programmes
- A shorter qualifying period of one year for teachers to get permanency by way of a Contract of Indefinite Duration (CID)
- Early enactment reviews of the subject specifications, including the 40% allocated to AACs in subjects, including time audits to determine the validity of concluding all coursework within the given timeframe
- A commitment to further structured engagement around workload, including the establishment of a Workload Working Group and the development of guidelines on the rights of teachers to disconnect
- Provision of additional allocations to schools in certain specified circumstances
- Subject specific supports focused on the Tranche 1 subjects including an increase in the amount of the current annual Physics and Chemistry grant and the extension of its scope to include Biology and Agricultural Science.
- Establishment of a task force on Artificial Intelligence which will design robust protocols around the ethical use of AI and monitor future developments related to AI in the education sector.

## What does the document state in relation to the possibility of delays in the implementation of individual subjects?

The document states that the Department will continue to engage regularly with the NCCA on the delivery timelines of Tranches 2-5 and, where considered appropriate and necessary for development and/or implementation reasons, the implementation of individual subjects may be delayed from the current published schedule.

**Please take time to read the full document which is available at [www.tui.ie](http://www.tui.ie)**



## Reasons to accept the proposed document by voting 'YES'

- The Union's negotiators and the Executive Committee believe that the proposal as set out in the document is the best that could be negotiated by the Union, noting that the document contains several important measures that the Union called for in its submission to the Department (see appendix of document at [www.tui.ie](http://www.tui.ie))
- The proposal ensures payment of the 3% due under the Local Bargaining provision of the Public Service Agreement 2024-2026 and the successor agreement (i.e 1% in September 2025 and 2% in its successor agreement)
- The Union's key, red-line position that teachers will not assess their own students for State certification purposes is maintained and vindicated
- Under the Education Act 1998, the legal power to prescribe the curriculum rests with the Minister for Education – Neither the TUI nor any other stakeholder has a veto in this regard
- The proposal, provides significant commitments in terms of resourcing – as set out above
- There are commitments to develop strategies to reduce the Pupil Teacher Ratio (PTR), particularly in DEIS schools, and class contact time for teachers in line with demographic trends
- The proposal offers significantly more teacher professional autonomy in terms of the 'Croke Park' hours, increasing the hours available on a high-trust non-whole school basis from 10 to 14 (of the total of 33)
- The commitment to provide a new post of responsibility for Senior Cycle purposes will benefit teachers and students
- Similarly, the commitment to provide an additional dedicated post of responsibility for schools offering Senior Cycle Level 1 and Level 2 Learning programmes will benefit teachers and students
- The proposal offers a shorter qualifying period of one year for teachers to attain permanency by way of a contract of indefinite duration (CID). This reduces precarity
- There are also important commitments to further engagement around workload, resourcing for additional allocations to schools in certain circumstances, resourcing for science laboratories and the establishment of a task force on Artificial Intelligence
- The proposals involve almost a doubling of the science grant to schools for science subjects and extension of the grant from just Physics and Chemistry to all four Senior science subjects
- The proposals contain a commitment to considering the timing of the implementation of individual subjects in later Tranches and commit the parties to ongoing review of the 40% minimum allocation of marks to the Additional Assessment Components

## Reasons to reject the proposed document by voting 'NO'

- The proposals do not guarantee that fairness and equity are maintained in Senior Cycle redevelopment
- The accelerated pace of Senior Cycle redevelopment, which TUI objected to, will not be adjusted in its entirety
- The commitments in the proposal in relation to further engagement around workload are not sufficiently robust or timebound
- The resourcing to be provided is not enough for change of this magnitude
- It is unlikely that there will be a reduction in the Pupil Teacher Ratio (PTR) in schools in the near future
- While a task force on Artificial Intelligence (AI) will be established, this does not eliminate the risk that this rapidly developing area poses to equity and fairness
- The 'Croke Park' hours have not been eliminated
- The document does not accede to TUI's request that evaluative inspections not take place in December or May
- The linking of the Local Bargaining 3% provision to acceptance of the proposal is an example of a national agreement limiting the scope of the TUI to take action
- Inadequate education budgets from successive governments have left our education system significantly under-resourced and make successful implementation of Senior Cycle redevelopment much more difficult
- The failure of Government to tackle the recruitment and retention crisis will make the successful implementation of Senior Cycle redevelopment significantly more difficult

***Irrespective of your vote on the acceptability or otherwise of the proposals, it is vital that you vote YES in the second ballot to endorse a campaign of industrial action up to and including strike action in the event that the negotiated document is not accepted.***