

BALLOT OVER FAILURE OF DEPARTMENT OF EDUCATION AND YOUTH/GOVERNMENT TO HONOUR SENIOR CYCLE REDEVELOPMENT IMPLEMENTATION SUPPORT MEASURES (SCRISM) COLLECTIVE AGREEMENT

TUI recommends that members vote 'YES'

A Word From the President

The Executive Committee of the TUI has decided to ballot members to seek a mandate to engage in a campaign of industrial action over the failure of the Department of Education and Youth to pay a 1% salary increase due as part of a set of Senior Cycle Redevelopment Implementation Support Measures that TUI members accepted in May 2025.

If accepted by members, the campaign will involve, as an initial measure, the suspension of involvement and co-operation with all elements of Additional Assessment Components (AACs) practical and project-based assessments that form part of the Senior Cycle redevelopment process.

As you will be aware, TUI members voted in May 2025 in a national ballot to accept Senior Cycle implementation measures that were negotiated by the Union with the Department of Education and Youth. Our members have subsequently met their obligations in good faith.

One key measure was the payment of a 1% salary increase payable from 1st September 2025, due under Local Bargaining (with a further 2% due under the next succeeding



TUI PRESIDENT, ANTHONY QUINN

national pay agreement) in return for co-operation with Senior Cycle redevelopment. This is now a year overdue.

As with any agreement, we expect the Department to keep its side of the deal, yet regrettably this has not happened.

This failure represents a serious breach of trust and poses major questions around the Government's actual commitment to the process of Senior Cycle redevelopment.

In an emergency motion at our Annual Congress in Kilkenny in April, members demanded that the initial 1% payment due on 1st September 2025 be made and backdated without further delay, or else the relevant members would be balloted for a mandate to suspend co-operation with AACs, the practical or project-based assessments introduced as part of Senior Cycle redevelopment that account for at least 40% of a student's total marks in newly revised Senior Cycle subjects and are externally marked by the State Examinations Commission.

We have waited long enough and are now balloting our members for industrial action over this deeply regrettable breach of faith.

Make sure that your voice is heard. Vote 'YES' to engage in a campaign of industrial action over this unacceptable breach of trust.



Vote YES - Make sure that your voice is heard on this critical issue

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?

The full question you will be asked on the ballot paper is as follows:

In light of

- the failure of the Department of Education and Youth/ Government to honour in full the Senior Cycle Redevelopment Implementation Support Measures (SCRISM) collective agreement (accepted by a ballot of TUI members in May 2025) and, in that regard,
- the failure to implement and pay the first phase of the salary increase, due under Local Bargaining, in return for co-operation with Senior Cycle Redevelopment (as set out in the SCRISM collective agreement);

and noting that the first phase comprises a 1% salary increase due with effect from 1st September 2025 (with a further 2% due under the next succeeding national pay agreement)

Do you agree to engage in a campaign of industrial action - up to and including strike action and involving, as an initial measure, the suspension of involvement in and co-operation with all elements of Additional Assessment Components (AACs) and associated work, as directed by the Executive Committee of the TUI – in pursuance of a demand for the immediate

implementation and payment, backdated to 1st September 2025, of the 1% Local Bargaining increase agreed under the SCRISM collective agreement?



AONTAS MÚINTEOIRÍ ÉIREANN
Teachers' Union of Ireland

LOCAL BARGAINING SCRISM

SAMPLE
BALLOT PAPER

In light of

- the failure of the Department of Education and Youth/Government to honour in full the Senior Cycle Redevelopment Implementation Support Measures (SCRISM) collective agreement (accepted by a ballot of TUI members in May 2025) and, in that regard,
- the failure to implement and pay the first phase of the salary increase, due under Local Bargaining, in return for co-operation with Senior Cycle Redevelopment (as set out in the SCRISM collective agreement);

and noting that the first phase comprises a 1% salary increase due with effect from 1st September 2025 (with a further 2% due under the next succeeding national pay agreement)

Do you agree to engage in a campaign of industrial action - up to and including strike action and involving, as an initial measure, the suspension of involvement in and co-operation with all elements of Additional Assessment Components (AACs) and associated work, as directed by the Executive Committee of the TUI – in pursuance of a demand for the immediate implementation and payment, backdated to 1st September 2025, of the 1% Local Bargaining increase agreed under the SCRISM collective agreement?

Place "X" in the appropriate box

YES	☒
NO	☐

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 5pm on Friday 25th September 2026**
- Failure to comply with these instructions will render your vote void.

Vote YES - Make sure that your voice is heard on this critical issue

What is the TUI Executive Committee recommending?

TUI's Executive Committee recommends that you vote "YES" to agree to engage in a campaign of industrial action, up to and including strike action, over the failure of the Department of Education and Youth/Government to honour in full the Senior Cycle Redevelopment Implementation Support Measures (SCRISM) collective agreement (accepted by a ballot of TUI members in May 2025).

Why is the Executive Committee recommending that members agree to engage in a campaign of industrial action over this issue?

TUI members voted in a national ballot in May 2025 to accept the document Senior Cycle Redevelopment Implementation Support Measures (SCRISM). A key element of the agreed document committed to a 1% salary increase payable from 1st September 2025, due under Local Bargaining, (with a further 2% due under the next succeeding national pay agreement) in return for co-operation with Senior Cycle redevelopment. Over a year later, this has not been honoured. This is completely unacceptable.

What form is industrial action on this issue likely to take?

Members will be balloted to agree to engage in a campaign of industrial action, up to and including strike action, over the Department's failure to honour the terms of the SCRISM document.

If accepted by members, the campaign will involve as an initial measure the suspension of involvement and co-operation with all elements of Additional Assessment Components (AACs) practical and project-based assessments that form part of the Senior Cycle redevelopment process.

Any further actions will be decided in due course by the Executive Committee.

When will the ballot take place?

Ballot papers will be posted to all workplaces offering Senior Cycle on **Tuesday, 8th September, 2026.**

Completed ballot papers must be returned, in the envelopes provided, to the Union's auditors, Deloitte, by **5.00pm on Friday, 25th September, 2026.**



(To ensure that completed ballots reach Deloitte by the closing date, they should be posted as far in advance as possible.)

Vote YES - Make sure that your voice is heard on this critical issue

What is the background of this campaign, and what was previously achieved by TUI?

- Over a number of years, TUI members campaigned in a co-ordinated manner to protect fairness and standards at Senior Cycle level.
- 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.
- 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.
- However, in September 2023, the then Minister also announced her intention to accelerate the pace of Senior Cycle redevelopment, including the rollout of AACs, 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.
- These concerns were brought forward by the Union in a comprehensive submission to the Department on the measures TUI wished to see implemented to support the rollout of the revised programme. Following intensive negotiations in March 2025, a negotiated document titled Senior Cycle Redevelopment Implementation Support Measures (SCRISM) was produced, which TUI members accepted in good faith in a national ballot in May 2025. Subsequently, the TUI engaged intensively with the Department of Education and Youth around key issues and resources and an additional range of clarifications was confirmed to the Union in April 2026.
- A key element of the agreed SCRISM document committed to a 1% salary increase payable from 1st September 2025, due under Local Bargaining, (with a further 2% due under the next succeeding national pay agreement) in return for co-operation with Senior Cycle redevelopment.
- In an emergency motion that was unanimously passed at our Annual Congress in Kilkenny on 9th April 2026, members demanded that the initial 1% payment due on 1st September 2025 be made and backdated without further delay, or else the relevant members would be balloted for a mandate to suspend co-operation with AACs, the practical or project-based assessments introduced as part of Senior Cycle redevelopment that account for at least 40% of a student's total marks in newly revised Senior Cycle subjects and are externally marked by the State Examinations Commission.
- On 24th August 2026, the Executive Committee of the TUI held a special meeting at which it was decided to ballot members for industrial action over the failure to pay the agreed increase.



Vote YES - Make sure that your voice is heard on this critical issue