



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

# news

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NEW SURVEY FINDINGS:

# 'JUST 1% BELIEVE ENOUGH BEING DONE TO TACKLE RECRUITMENT & RETENTION CRISIS'

CUT IN  
SUBSCRIPTION  
COST FOR ALL  
TUI MEMBERS

NATIONAL  
BALLOT AT  
THIRD LEVEL

PISA RESULTS AN  
ENDORSEMENT  
OF STUDENTS  
& TEACHERS

# A Word from the President - David Waters

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Dear colleagues,

The return after the Christmas break is always a hectic one in education and I wish you and your students all the best in the coming term. Over the last few months, the TUI has been continually advocating on your behalf.

## THIRD LEVEL

### *May 2017 Agreement - ballot for industrial action*

Unfortunately, the TUI has had to ballot for industrial action over the failure of the Department of Further and Higher Education, Innovation, Research and Skills (DFHERIS) to adhere to the May 2017 Agreement that was accepted in a national ballot by TUI members. Despite the Minister's frequent comments about creating a TU sector, the mechanism designed for this very purpose, the National Negotiation Forum, has been repeatedly undermined. Claims are obstructed and either languish there for years, or in the most recent instance, the terms and conditions of new grades were not even being brought to the forum by management. This has resulted in the creation of grades that are of the same level but on different pay scales depending on the TU, and a lack of parity between academic and

administrative grades within the same TU. This lack of engagement and negotiation with the TUI is becoming a running theme and the TUI will not tolerate the voice of the practitioner being silenced.

## Apprentice backlog

This was an extremely important victory for the TUI. Minister Harris wanted to end the backlog in Phase 2 apprenticeships by recruiting the TUs to step in and fill the breach. However, it became apparent that DFHERIS intended to do this without contacting the TUI until the very last minute. They were left in no uncertain terms that this was completely unacceptable, and that proper meaningful consultation must occur with the TUI before any progress could be made. Thankfully, after much negotiation, the TUI managed to resolve this issue, gaining much needed funding for the TU sector, as well as a further €17 million for apprenticeships. Most importantly, the TUI also secured a Labour Employer Economic Forum (LEEF) on apprenticeships which will be chaired by the Minister. This was all achieved by remaining in full solidarity with our SIPTU trade union colleagues who are currently delivering Phase 2.

## EDITORIAL

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## FURTHER EDUCATION

### Adult Education

The TUI has been actively engaging with ETBI on an implementation plan to give action to the proposal from management. The discussions in this regard included, inter alia, pension calculations, the processes for salary spread, the process for assigning additional hours etc. A detailed implementation plan is now being prepared for consideration by the Departments and the TUI's Executive Committee. The TUI is committed to ensuring members are kept abreast and briefing sessions will be arranged further to the Executive Committee's consideration of the proposal in the context of the implementation plan.

### Youthreach

Following a conciliation under the auspices of the WRC last July, DFHERIS issued a survey to the ETB sector to assess attendance rates across the academic year. Initial responses, received on time, were inconsistent. A complete response was received in the final working week of 2023 and the inconsistencies appeared to have been compounded. The TUI is engaging with management with a view to seeking that ETBs would address the inconsistencies to provide an accurate survey on which the TUI and management can rely and make representations through WRC Conciliation.

## SECOND LEVEL

### Teacher Unity

As many members will know, this is something I am particularly passionate about. I see only positives for all sectors from teacher unity. If amalgamated, both unions could no longer be split on issues of common interest, and we would have a much stronger voice on the Public Services Committee (PSC), who negotiate national pay deals. The ASTI and TUI have agreed to conduct a unity survey of members of both unions. The survey intends to give an outline of agreed principles between the two unions and asks the basic question, are you in favour of both unions continuing this process? The next phase will be the most resource intensive so it important to have an indication of members' feelings on this issue. The TUI has consistent motions from Annual

Congress stating that we are in favour of unity. The survey will in no way alter that position, and even if we get to an agreed position between both unions, members will have a final say through a ballot. However, this survey will aid the Executive Committee in seeing how widespread support is in each sector for such an amalgamation.

### Teacher supply

The recruitment and retention crisis continues to create chaos in schools all around the country. Despite multiple engagements, it is evidently clear that the Minister and Department of Education and Skills (DES) have no intention of resolving this crisis. The recent publication of the results of the Government's reintroduction of the Shared Teacher Scheme, which was originally tried back in 2019, ended with just one full time teacher position. We have consistently raised, publicly, and with the Minister directly, that there are ways to legitimately tackle this crisis.

- Halve the PME to one year. This would immediately release 1,400 teachers into the system and make it more affordable for people to access.
- Give incremental credit for teachers who worked abroad in non-EU countries. There are an estimated 4,000 Irish teachers working abroad. They will not return if they are to be impoverished and have all of their experience ignored and have to start on point one of the scale.
- More flexible allocation would allow principals to offer full-time permanent jobs. We must make the profession attractive if people are to enter and stay in it.
- More posts of responsibility would offer a proper career path for teachers and create a better environment in schools.

### Senior Cycle redevelopment

This has the potential to result in dramatic curriculum change, which is why it is vital that TUI members engage with the NCCA process. We need the voice of the practitioner to be paramount in all subject redevelopment. The first tranche of subjects are Physics, Biology, Chemistry, Classical Languages, and Arabic. Visit the NCCA website to



TUI PRESIDENT, DAVID WATERS

engage in online surveys, submissions, consultation events, and to find out when your subject becomes available.

### Voluntary Secondary Schools

The TUI is awaiting final sign off from the Teaching Conciliation Council (TCC) on an agreed wording around "up to 10 hours" for non whole school activities during Croke Park Hours. The TUI also met with the JMB about the creation of a forum that would deal with ongoing issues throughout the sector. Terms of reference are currently being negotiated and it is hoped that this will provide an appropriate avenue for issues of concern, on both sides, to be addressed.

### THANK YOU!

In conclusion, I would just like to thank everyone for their hard work to date, especially branch officers, who put in countless hours of their own time to keep the Union running. Without your dedication and the commitment of our workplace committees, the TUI would be nowhere near as successful as it has been in recent times.

# TUI ballots members at third level over non-adherence to Technological University sector collective agreement

*In January, TUI's Executive Committee voted unanimously to ballot members at third level for industrial action, up to and including strike action, over non-adherence by management to a collective agreement concerning the establishment of Technological Universities.*

*TUI has 4,600 members in the Technological University/Institute of Technology sector. The ballot was still open at the time that this publication was going to press.*

## BACKGROUND TO NATIONAL BALLOT

In 2017, TUI members at third level voted in a national ballot to accept a collective agreement concerning the establishment of Technological Universities (TUs).

The Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) and management have not adhered to this collective agreement, deliberately and consistently frustrating the proper functioning of the industrial relations fora at third level, including the National Negotiation Forum (NNF).

The TUI sees this as a cynical attempt to dismantle the sector (which is protected by the agreement) and to force through a

desire to have each TU free to operate separately, without regard or recourse to national negotiation.

There must be parity of esteem across the sector and in this regard any regional variations in terms of pay and conditions are unacceptable.

## 'RETENTION OF THE SECTOR'

The agreement provided for retention of the sector – previously the Institute of Technology sector and thenceforth the Technological University sector – and for prior meaningful communication, consultation and, where appropriate, negotiation with the TUI on relevant matters. It also specifically provides for a

national review of lecturing.

The TUI has a proven track record, negotiating at national level, in establishing and protecting the terms and conditions for members in the higher education institutions in our sector. Our members accepted the 2017 agreement in good faith in a national ballot.

The TUI is determined that the TU sector will continue to have nationally agreed terms and conditions for all the grades represented by the TUI and for any proposed new grades within the scope of the Union.

Non-adherence to a collective agreement is unacceptable.

## Teaching Council elections 2024

The Teaching Council elections will run from Thursday, 22nd February to noon on Tuesday, 12th March 2024. Voting will take place online and teachers can vote securely on any device – PC, laptop, tablet or smartphone. All registered teachers will be notified of voting instructions via email.

Full information on TUI-endorsed candidates in the relevant constituencies will issue to members in advance of the elections.

***The Union urges all eligible TUI members to vote for TUI-endorsed candidates to ensure a strong, coherent voice for the profession.***

## Teachers most trusted 'to tell the truth' – Medical Council poll

A poll carried out by the Medical Council, the body that regulates doctors, has found that teachers are the most trusted profession 'to tell the truth'.

Teachers were ranked at 91% with doctors second at 89%, followed by judges, the Gardaí, solicitors and barristers. TDs were ranked at 36%.

The findings were released in November.





# Good news - TUI subscription rate cut for all members!

The Union is acutely aware of the continuing effects of the cost-of-living crisis on individuals and families.

From 1st January 2024, the annual subscription for full TUI membership has been reduced to 0.75% of gross annual salary inclusive of any and all allowances paid. This positive move is consistent with a motion passed at Annual Congress 2023.

The maximum annual subscription payable is capped and shall not exceed 0.75% of the fifth point of the Common Basic Scale (post 2011), rounded to the nearest euro. From 1st January 2024, this amount is €362. For members on contracts of full hours, this new maximum represents a reduction of over 9% on the previous maximum annual subscription of €399.

Also, it is important to remind members that those in their first teaching/lecturing post receive a full refund

of the subscription they pay in respect of their first twelve consecutive months of Union membership. The refund is made by way of a single payment in the month of December immediately following that first twelve-month period of membership.

In addition, as the new maximum subscription will be based on 0.75 of gross annual salary, those new to the profession paid on the Common Basic Scale will not pay the full subscription rate until they commence their 4th year of teaching and even then will only do so if on full hours.

Subscriptions are calculated on each individual's salary, so if a teacher/lecturer has a contract of less than full hours, they pay less as their subscription will be 0.75% of their gross earnings, inclusive of any allowances.

# TUI official central to plot of 2023 Booker Prize winner

In November, the TUI extended congratulations to Irish writer Paul Lynch on winning the 2023 Booker Prize for *Prophet Song*.

Central to the novel is the detention of TUI official Larry Stack by secret police and the ensuing, harrowing struggles of his family in an Ireland that is fast descending into totalitarianism.

Paul became the sixth Irish winner of the prize after Iris Murdoch, John Banville, Roddy Doyle, Anne Enright and Anna Burns.

Coincidentally, Roddy Doyle was a TUI member himself during the years when he taught English in Greendale Community School.



# Success for Donegal school in Ed Sheeran video competition

Students from Finn Valley College in Donegal were chosen as winners in a competition run by Ed Sheeran which asked schools to create a video to accompany a song of their choice from his latest album, 'Autumn Variations'.

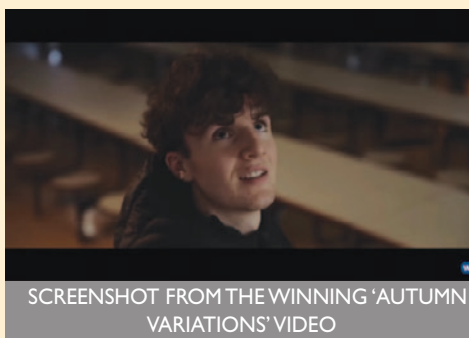
14 school entries were chosen as winners, including that of transition year students from the Stranorlar school, who selected the song 'Magical' to work with.

The Donegal school's video was officially released at the end of November, the winners having been chosen from over 4,000 entries created in over 75 countries.

Staff member Edel Temple, who works at Finn Valley College and submitted the entry, explained to RTE how the video came about.

'A few months ago, I saw an amazing opportunity on Ed Sheeran's Instagram page to create a music video. Myself and my son are huge Ed fans and my son constantly puts on concerts singing Ed Sheeran songs with his guitar,' she said.

'In Finn Valley College, I am lucky to bear witness to the most magical students; this is what I thought of when I saw the post. This



SCREENSHOT FROM THE WINNING 'AUTUMN VARIATIONS' VIDEO

was our moment to show off their magic as it would be a chance in a million for our students - so I sent in an application to take part.'

'I asked my colleague Tina Garry for help. She, with the brilliant brains of our transition year students, wrote the pitch for the competition, devising the concept, planning the shot types and compiling a list of props to complement the narrative and music.'

'The Romeo and Juliet theme, where an unrequited teenage crush was harboured by two friends, was something our pupils were keen to explore.'

'A love for drama and literature in a school setting was popular as we knew love and school were things that could be related to by so many people.'

'I hope the magic of Finn Valley College is clear to the world and we are forever grateful to Ed and his team for making young dreams come true and for giving our pupils the chance to take part in something so exciting.'

Other winning entries came from the UK, Australia, Italy, The Netherlands, the US, Brazil, Germany, Japan, France, New Zealand, Taiwan, Mexico and India.

Congratulations to all the TUI members in the school who were involved in this project.



FINN VALLEY STAFF MEMBERS EDEL TEMPLE AND TINA GARRY BEING INTERVIEWED BY RTE

# Refusal to award incremental credit to teachers returning from abroad ‘absolutely unfathomable’ given unprecedented shortages

In a statement released in January, the TUI said that Irish teachers returning from jurisdictions such as Dubai and Australia must be awarded full incremental credit for their service abroad if they are to choose to stay in the profession.

Currently, teachers returning from positions in private schools outside the EU are placed on the first point of the teachers’ salary scale here despite the significant and demonstrable experience attained in teaching diverse curricula abroad. This affects the overwhelming majority of those who may wish to return to Ireland from countries such as Dubai.

Meanwhile, a survey of principals and deputy principals in 104 second level schools carried out in October by the Principals and Deputy Principals’ Association of the TUI found that 77% of schools advertised positions in the previous six months for which no teacher applied, while 64% have unfilled vacancies due to recruitment and retention difficulties.

The same survey found that just 1% believe that enough is being done at Government level to tackle the crisis, while 90% believe more could be done to tackle bureaucratic/incremental credit barriers preventing Irish teachers living in other jurisdictions from returning home.

TUI President David Waters described the Department of Education’s failure to tackle the incremental credit issue in the middle of an unprecedented teacher recruitment and retention crisis as ‘absolutely unfathomable’.

‘Second level schools across the country are experiencing unprecedented struggles in putting teachers in front of classes, yet the Department still refuses to properly facilitate a highly qualified and significantly experienced cohort in returning to Irish schools,’ he said.

‘This really puts into question the commitment at Government level to properly tackling this crisis.’

‘These dedicated professionals have honed their skills in diverse environments, gaining a wealth of relevant knowledge and an international perspective. Now more than ever, we need to dismantle the barriers and deterrents that are preventing them from returning home to use their expertise within our own education system.’

‘In many cases, they will simply choose to continue to teach outside Ireland or, if they do return, work in other employments where their transferrable skills are better appreciated. Ultimately, it is students who will lose out.’



Other key measures to tackle the crisis that the TUI has set out to the Department include:

- Improving teaching allocations to schools to allow them to offer secure jobs of full hours. Currently, 70% of second-level teachers commence on a contract of less than full hours.
- Restoring posts of responsibility in schools to pre-2009 levels to provide a much-needed career structure and to ease administrative overload
- Halving the duration of the two-year Professional Master of Education (PME) to reduce the cost of what is becoming an unaffordable profession for too many.

## TUI donates €10,000 to Unicef’s Gaza appeal

At its meeting in November, the Executive Committee of the Union approved a donation of €10,000 to the Unicef Gaza Crisis Emergency Appeal.

In October, the Union condemned the harrowing violence in Israel and Gaza, calling for the release of the hostages and an immediate end to hostilities. Since then, the Union has publicly criticised the indiscriminate

bombardment of Gaza by the Israeli military that has killed, at the time of writing, over 25,000 people, including thousands of children, and has destroyed much of the area’s health and educational infrastructure.

In addition, the Union has endorsed the call by Education International for a ceasefire, the creation of safe and

secure corridors for the humanitarian aid that the people of Gaza so urgently need and has encouraged members to attend the rallies organised by the Ireland-Palestine Solidarity Campaign.

The Executive Committee will continue to assess what humanitarian support it can offer to those affected in the region.



# Just 1% believe enough is being done by Government to tackle teacher recruitment and retention crisis

The teacher recruitment and retention crisis in Irish second level schools is worsening, according to the findings of the latest survey carried out in over 100 schools by the Principals' and Deputy Principals' Association of the TUI.

The findings were released on 14th November, and in media interviews TUI representatives made clear that immediate action was required to ensure that students still had access to the full breadth of subjects.

Secure jobs of full hours and enhanced career progression opportunities were identified as measures essential to tackle the crisis, along with a halving of the duration of the two-year Professional Master of Education (PME) and incremental credit for those returning from teaching positions overseas.

The survey of principals and deputy principals in 104 second level schools was carried out in September and October and represents a strong sample of the sector's approximately 730 schools.



Has your school experienced teacher recruitment and retention difficulties over the last six months?

**89%** stated that they had experienced teacher recruitment difficulties with 61% experiencing teacher retention difficulties.

Have you had a situation in the last six months where a teacher accepted a position only to later reject it for a position elsewhere?

**64%** stated that this situation had arisen for them.

Has your school lost teachers subsequent to the setting of the year's timetable?

**47%** stated that they had lost teachers subsequent to the setting of the year's timetable, 53% stated that they had not.

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

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

Has your school been forced to drop any subjects due to the teacher recruitment and retention crisis?

**18%** stated 'Yes', that they were forced to drop subjects. 82% stated 'No', that they weren't forced to drop subjects.

Does your school currently have unfilled vacancies due to recruitment and retention difficulties?

**64%** responded 'Yes', that they have unfilled vacancies due to recruitment and retention difficulties.

Has your school been forced to restrict/limit student access to any subjects due to the teacher recruitment and retention crisis?

**45%** stated Yes  
**55%** stated No

In the past six months, has there been a situation where no teacher applied for an advertised teaching post in your school?

**77%** stated 'Yes', that they have had a situation where no teacher applied for an advertised post.

Do you believe 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)

**90%** answered 'Yes', that they believed more could be done to address these issues.

Do you believe that enough is being done at Government/Department of Education level to tackle recruitment/retention issues in second level schools?

**93%** answered 'No'. 1% said they believed enough was being done, 6% said they did not know.

# Irish student scores 'significantly above OECD average' in Maths, Science and Reading

The TUI described the findings of the PISA 2022 international study as an endorsement of the work of teachers and students at a time when Ireland remains rooted to the bottom of the table in terms of investment in education among OECD countries.

Irish students' scores across the three areas which were examined – Mathematics, Science and Reading – were all rated as being 'statistically significantly' above the OECD average.

The union drew attention to the fact that the study was carried out in the middle of an unprecedented teacher recruitment and retention crisis at second level and urged the Government to invest appropriately in education and to immediately work with the Union to implement the measures required to tackle the teacher recruitment and retention crisis.

## PERFORMANCE OF STUDENTS IN IRELAND IN READING

OVERALL (81 countries)	OECD (37 countries)	EU (26 countries)
1. Singapore	<b>1. Ireland</b>	<b>1. Ireland</b>
<b>2. Ireland</b>	2. Japan	2. Estonia
3. Japan	3. Korea	3. Finland
4. Korea	4. Estonia	4. Denmark
5. Chinese Taipei	5. Canada	5. Poland
6. Estonia	6. United States	
7. Macao (China)	7. New Zealand	
8. Canada	8. Australia	
Up from 8 in 2018	Up from 4 in 2018	Up from 3 in 2018





# PERFORMANCE OF STUDENTS IN IRELAND IN SCIENCE

## OVERALL (81 countries)

## OECD (37 countries)

## EU (26 countries)

1. Singapore	1. Japan	1. Estonia
2. Japan	2. Korea	2. Finland
3. Macao (China)	3. Estonia	3. <b>Ireland</b>
4. Chinese Taipei	4. Canada	
5. Korea	5. Finland	
6. Estonia	6. Australia	
7. Hong Kong (China)	7. New Zealand	
8. Canada	<b>8. Ireland</b>	
9. Finland		
10. Australia		
11. New Zealand		
<b>12. Ireland</b>		

Up from 22 in 2018

Up from 17 in 2018 Up from 11 in 2018

## WHAT IS PISA?

The Programme for International Student Assessment (PISA) is a project of the Organisation for Economic Cooperation and Development (OECD), of which Ireland is a member. PISA takes place every three years and aims to measure how well 15 year-old students are performing in three areas – reading, mathematics and science. The main study data collection of the eight cycle of PISA was due to take place in 2021 but was postponed by one year due to COVID-19 and also moved from spring to autumn testing in Ireland.

There are considerably fewer low-performing students in Ireland in reading, science and mathematics compared to the average across OECD countries.

Both male and female students in Ireland significantly outperformed the OECD average in all three domains.

# PERFORMANCE OF STUDENTS IN IRELAND IN MATHEMATICS

## OVERALL (81 countries)

## OECD (37 countries)

## EU (26 countries)

1. Singapore	1. Japan	1. Estonia
2. Macao (China)	2. Korea	2. Netherlands
3. Chinese Taipei	3. Estonia	3. <b>Ireland</b>
4. Hong Kong (China)*	4. Switzerland	
5. Japan	5. Canada*	
6. Korea	6. Netherlands*	
7. Estonia	<b>7. Ireland</b>	
8. Switzerland		
9. Canada*		
10. Netherlands*		
<b>11. Ireland</b>		

Up from 21 in 2018

Up from 16 in 2018 Up from 11 in 2018



# Easter timing of oral examinations for 2024 ‘extremely disappointing’

The TUI expressed its extreme disappointment at the announcement that oral examinations for the State examinations will again take place during the Easter break in 2024. Students, teacher unions and Irish language subject association An Gréasán had all called for the examinations to return to term time rather than continuing to take place during the Easter break, and a joint TUI/ASTI statement calling for a return to the traditional timing was released in November.

Teachers agreed to the holding of oral examinations at Easter on an exceptional basis during the COVID-19 emergency and have since consistently advocated a return to the pre-pandemic status quo.

As student representative body the Irish Second-Level Students' Union (ISSU) stated, Easter is an important time for students to take a much-needed break. The clear feedback from all in school communities is that rather than alleviating pressure on students, the holding of oral examinations at Easter time increases pressure, particularly for those taking more than one oral examination in this short time period.

A survey of TUI members showed that 84% of respondents wish to see the

examinations take place in the established pre-COVID-19 manner.

TUI notes that the State Examinations Commission (SEC) is currently engaged in an evaluation of the timing of these examinations for future years. We urge them to take on board the clear and consistent position of students and teachers on this important issue and to revert to holding the oral examinations during term time.

## TUI survey shows clear position of teachers on timing of oral exams

A survey of 847 TUI members found that 84% of respondents wish to see the examinations take place as per pre-pandemic arrangements. The teachers involved predominantly felt that examinations during the Easter school closure period disadvantaged students. Those surveyed who had undertaken the work last year questioned the logic which underpinned the decision. They described the schools and centres where these examinations took place as “isolating” and ultimately having a detrimental impact on the wellbeing of students who lacked the collegiality and camaraderie normally felt during this high-pressure examination.

Supports that are given within regular school time are not available.

The TUI is aware that the rationale behind the move to timetable the oral examinations for Easter may in some way be attributed to the recruitment crisis in schools. However, our survey found that only 16% of teachers felt examinations should be held during the Easter period and quite tellingly 16% had been refused permission to attend and undertake the examinations. These teachers had been denied permission to undertake oral examinations before the pandemic when the teacher shortage crisis was not as acute, but the Department of Education has not tackled this as an issue unfortunately.

Our survey and the comments it contained makes it difficult to see how this change would be of advantage to the SEC. Many of our members make the point that they cannot engage in this work during the Easter as childcare is unavailable and their own children are on their break. Many teachers attended the examinations to offer support for their students, but this may not be possible on an ongoing basis.

The decision is clearly detrimental to the outcomes for the students involved.



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### Locations

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\*Terms & Conditions: You will be entered into the draw when you get a health insurance quote with Cornmarket, by phone or via our online health tool, between 01.01.2024 & 31.03.2024. You can opt out of the draw by contacting us before the draw deadline date by emailing [dataprotection@cornmarket.ie](mailto:dataprotection@cornmarket.ie). The prize draw is open to persons aged 18 and over who are ROI residents. A winner will be drawn at random by an independent adjudicator on 05/04/2024 and will be informed by email or phone within 3 working days of the draw. There will be one winner of the Healthy Hamper worth €1,000. There is no cash alternative to the prize. The winner's details will be available upon request. The promoter's decision is final and no correspondence will be entered into. The promoter, Cornmarket Group Financial Services Ltd. reserves the right to alter, amend and foreclose the promotion without prior notice.

\*\*Average saving based on 326 TUI members who reviewed & switched their cover between October 2022 & October 2023. Source, Cornmarket November 2023. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies.

19830 Health PP A4 TUI Ad 12-23



# Young Scientist Exhibition showcases imagination and innovation

The 60th Young Scientist & Technology Exhibition saw over 1,100 student finalists present their project entries to over 85 expert judges.

As always, it was great to witness the imagination, dedication and innovation displayed across a range of areas, and at a time when our world faces what often seem daunting challenges, the exhibition provides much-needed hope.

As President Michael D Higgins stated in his opening of the event, science 'is grounded in the betterment of society, in sustaining not only humanity's progress in addressing challenges, but in opening opportunities for a shared fulfilment. We must all remember that good science is critical to the ongoing pursuit of a more just, peaceful, inclusive, and sustainable world.'

A small number of the many projects visited by TUI President David Waters is set out below.



## A SMART FACIAL RECOGNITION SYSTEM FOR MEDICAL SETTINGS

Kishoge Community College, Dublin  
Conor Burns, Michael Griffin (teacher), Armand Meijers, Karl O' Connor



## "IF YOU REPEAT A LIE OFTEN ENOUGH, PEOPLE WILL BELIEVE IT." - AN ANALYSIS OF THE CORRELATION BETWEEN AGE AND HOW WE PERCEIVE ONLINE MISINFORMATION.

Tullow Community School, Co Carlow  
Carrie Byrne, Ódhrán Maxwell, Brian Larkin (teacher)





### AERO DOG - REDUCE SHEEP LOSS FOR IRISH FARMERS USING COST-EFFECTIVE DRONE-BASED TRACK

Greystones Community College, Co Wicklow  
Ruairi Farrell (Principal), Sam Panday (student),  
Zoe Devlin and John Blake (teachers)



### "SEA THE SMELL IS GONE" WITH BIO-LISER: A SEAWEED-DERIVED PYROGENIC BIOCHAR FOR ENHANCED SOIL STABILITY, REDUCED NUTRIENT LOSS, EMISSION CONTROL AND ODOUR MITIGATION

St Joseph's Community College, Co Clare  
Laura Egan (teacher), Conor Crotty, Caragh Killeen,  
Cian McNerney



### CÉ MHÉAD LEICTREACHAS IS FÉIDIR LE ROTH UISCE SIMPLÍ A GHINIÚINT, AGUS AN BHFUIL SÉ GO LEOR CHUN ROINNT SOILSE A CHUMHACHT? HOW MUCH ELECTRICITY CAN A SIMPLE WATERWHEEL GENERATE, AND IS IT ENOUGH TO POWER SOME LIGHTS?

Pobalscoil Ghaoth Dobhair, Co Donegal  
Susan Ní Loinsigh (teacher), Kerry Magner, Muireann  
Haicéid, Áine Ní Fhearraigh



### AN INVESTIGATION INTO THE EFFECTS OF VIDEOGAMES AND TEAM SPORTS ON THE UNDERSTANDING OF CONCEPTS OF GAME THEORY AND PROBLEM-SOLVING IN STUDENTS.

Abbey Vocational School, Co Donegal  
Mandy Flood (teacher) and Samaire Fern



### TWO PROJECTS: AN INVESTIGATION INTO A YOUNG PERSON'S GAMBLING JOURNEY & AN INVESTIGATION INTO YOUR SOCIOECONOMIC BACKGROUND AND HOW IT IMPACTS YOUR CHOICE ON PART-TIME WORK WHEN IN FULL-TIME SECOND-LEVEL EDUCATION.

Both from Borrisokane Community College, Co Tipperary  
Clodagh Cahalan, Ellen Kennedy, Rachel Ahern (teacher)  
Dan Ryan and Adam Bourke

Leave	Purpose	Paid	Maximum Period
Adoptive Leave	To allow adopting member a period with placement of adopted child	Yes	24 consecutive weeks (& option of additional unpaid leave)
Career break	Break from normal duties for the purpose of caring, study, travel etc.	No	10 school years, maximum of 5 years consecutively
Carer's Leave	Care for person medically certified as in need of care	No	104 weeks (in respect of 1 relevant person)
Domestic Violence Leave	Domestic Violence Leave can be availed of by a teacher or where a teacher is providing support to a relevant person.	Yes	One or more school days to a maximum of 5 in a consecutive 12 month period.
Family Bereavement	Leave related to bereavement	Yes	20 days in the case of a spouse, child or person in a relationship of domestic dependency; 5 days in the case of a father, mother, brother sister or grandparent; one day in the case of an aunt or uncle
Force Majeure	Urgent tending to an ill person for whom you have caring responsibilities, including accompanying to the hospital in emergency situations	Yes	A maximum of three days in each period of 12 months or five days in 36 months.
Illness in Family Leave	Serious and unforeseen illness of, or injury to a teacher's immediate relative /near relative and where alternative domestic arrangements cannot be made and any case where Force Majeure Leave has been exhausted or does not apply	Yes	5 school days in each school year, in respect of an immediate relative or 3 school days in each school year, in respect of a near relative
Job-Sharing	Work flexibility for family or other reasons	Yes	Reduction to half-time
Marriage Leave	Member's own wedding and days either side (if workplace is open)	Yes	7 consecutive calendar days (including the date of the marriage)
Maternity Leave	Birth and Early Care	Yes	26 consecutive weeks (& option of additional unpaid leave)
Parental Leave	Care of Children under 16	No	Since 1st September 2020, there has been an entitlement to 26 weeks of parental leave for each eligible child.
Parents Leave	Care of Children up to 24 months after the birth or the adoption for a relevant parent of a child born or adopted, on or after 1st November 2019.	No A person may be able to claim from the DSP	On 1st July 2022, this entitlement has been increased to seven weeks.
Paternity Leave	Caring responsibilities soon after the birth or placement of a child	Yes	2 weeks within 6 months of birth
Scheme for leave of absence following assault	Only absences medically certified as a physical injury qualify for leave under this scheme.	Yes	The maximum leave available is 3 months (92 days) at full pay in a rolling 4 year period. In exceptional cases the leave may be extended for a further period not exceeding 3 months (91 days) at full pay, subject to an overall limit of 6 months (183 days) at full pay in a rolling 4 year period.
Unpaid Leave for Medical Care Purposes	To provide care for: <ul style="list-style-type: none"> <li>Child (including adopted child, step-child and child being cared for on the basis of 'in loco parentis')</li> <li>Spouse or civil partner</li> <li>Cohabitant</li> <li>Parent or grandparent</li> <li>Brother or sister</li> <li>Housemate (Person who resides in the same house as the employee, other than those listed above)</li> </ul>	No	Unpaid Leave for Medical Care Purposes consists of one or more school days, but must not exceed a maximum of 5 working days in a consecutive 12 months.
Voluntary Search and Rescue Leave for Registered Teachers employed in Recognised Primary and Post Primary Schools	Special leave with pay may be granted to a teacher who is called out on a search and rescue operation and is a member of a specific voluntary search and rescue organisation.	Yes	A teacher is entitled to avail of a maximum of 5 days Voluntary Search and Rescue Leave in any school year, subject to the certain criteria
Work-Sharing	Work flexibility for family or other reasons	Yes	Reduce weekly working hours/days on a pro-rata basis

Terms & Conditions of Employment for Registered Teachers in Recognised Primary and Post Primary Schools are now available in Circular Letter 54/2019: [https://www.education.ie/en/Circulars-and-Forms/Active-Circulars/cl0054\\_2019.pdf](https://www.education.ie/en/Circulars-and-Forms/Active-Circulars/cl0054_2019.pdf)



# ENTS CHECKLIST

Sub-Cover	Details – Teachers	Details – Other ETB Grades	Details – Lecturers
Yes	Circular Letter 47/2023	Circular Letter 65/2016	Adoptive Leave Acts 1995 and 2005, Circular Letter 22/2013
Fixed Term Replacement Appointed (may receive a CID as per Ward and Cush reports)	Circular Letter 54/2019 – Chapter 7 (pg. 102)	Circular Letter 0079/2015	As per TU/loT policy
Yes	Circular Letter 54/2019 – Chapter 6 (pg. 93)	Circular Letter 0078/2015	The Carer's Leave Act 2001
Yes	Circular Letter 0059/2023	The TUI is currently negotiating this circular with the DES. In the interim the provisions of the Work Life Balance and Miscellaneous Provisions Act 2023	As per TU/loT Policy as informed by Work Life Balance and Miscellaneous Provisions Act 2023
Yes	Circular Letter 78/2022	Circular Letter 29/2023	Same provisions as apply to teachers.
Yes, apart from first day. S&S is used to cover first day.	Circular Letter 58/2023	Circular Letter 29/2023	The Parental Leave Acts 1998 -2019
No	Circular Letter 58/2023	Circular Letter 29/2023	As per TU/loT Policy as informed by Work Life Balance and Miscellaneous Provisions Act 2023
Fixed Term Replacement Appointed	Circular Letter 54/2019 – Chapter 8 (pg. 109)	Not Available	May be available As per loT policy
No	As per DE/DFHERIS/ETB policy	As per ETB policy	As per TU/loT policy
Yes	Circular Letter 54/2019 – Chapter 2 (pg. 45)	Circular Letter 80/2015	The Maternity Protection Acts 1994 and 2004, Circular Letter 22/2013
Yes	Circular Letter 54/2019 – Chapter 5 (pg. 81)	Circular Letter 30/2017 as amended by the Parental Leave Acts 1998 -2019	Parental Leave Acts 1998 -2019 and the European Union (Parental Leave) Regulations 2013 (S.I. No. 81 of 2013)
Yes	Circular Letter 50/2022	Parent's Leave and Benefit Act 2019	Parent's Leave and Benefit Act 2019
Yes	Circular Letter 54/2019 – Chapter 4 (pg. 73)	Circular Letter 66/2016	Circular Letter 69/2016
Fixed Term Replacement Appointed	Circular Letter 61/2017	Circular Letter 43/2020	Circular Letter 63/2019
No	Circular Letter 50/2023	Circular Letter 55/2023	As per TU/loT Policy as informed by Work Life Balance and Miscellaneous Provisions Act 2023
Yes	Circular Letter 25/2023	Circular Letter 29/2023	As per TU/loT Policy
Yes	Not Available	Available to some grades (excluding certain management grades) Circular Letter 37/2006	May be available As per loT policy

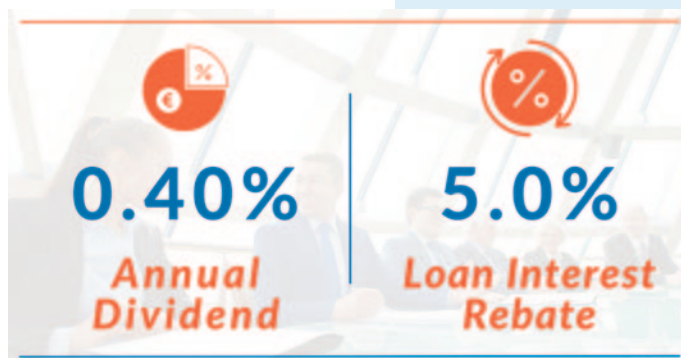
All Circular Letters are available from [tui.ie](http://tui.ie) or [education.ie](http://education.ie)  
All legislation is available at [www.acts.ie](http://www.acts.ie)

# BANK WITH TUI CREDIT UNION



## TUI Credit Union rewarding its members in 2023

We are delighted to announce that a dividend of 0.40% and interest rebate of 5.0% were approved at the recent TUI Credit Union AGM held on 8th December 2023.



## PDA Conference Galway 2023



TUI Credit Union were delighted to attend the PDA Conference held at the Galway Bay Hotel in November.

### Present in the photo:

Tim O Meara & Frank McGinn, Director, TUI CU  
Mairéad Ní Fhlatharta, Príomhoide, Coláiste Naomh Eoin, Inis Meáin (conference prize winner)  
Mick Daly, Chairman, TUI CU

A large, ornate golden trophy sits on a tiered pedestal. The background is a dark blue night sky filled with yellow stars of various sizes. The text 'NO.1 in LOANS TO ASSETS' is prominently displayed in the center. Below it, a message of thanks is written in a cursive font. At the bottom, logos for the Irish League of Credit Unions and Teachers' Union of Ireland Credit Union are shown.

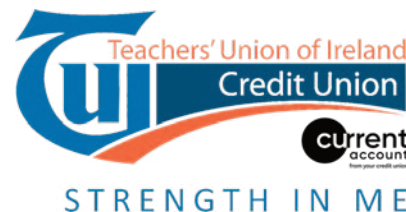
# NO.1 in LOANS TO ASSETS

*A special thank you our members for their continued loyalty.  
Your credit union goes from strength to strength.*

 **IrishLeague  
of CreditUnions**

 **Teachers' Union of Ireland  
Credit Union**  
STRENGTH IN MEMBERS

# Savings Accounts from TUI Credit Union



READ MORE



- ✓ Smart Saving for a Secure Future
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## 32 Day Notice Account

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## 1 Year Fixed Term Account

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**BONUS**

## 3-Year Term Deposit Account

Variable  
**1.50% with a  
bonus 1.50%  
at maturity**

**BONUS**

## 5-Year Term Deposit Account

Variable  
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bonus 1.75%  
at maturity**



### Accessible

Withdraw your money from any ATM, available to current account holders



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Get a reliable return on your savings.

\*previous dividend rates are not an indication of future performance

# Savings Made Easy for **YOU!**

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01-4266060 | [info@tuicu.ie](mailto:info@tuicu.ie) [www.tuicu.ie](http://www.tuicu.ie)

TUI Credit Union is regulated by the Central Bank of Ireland



# TUI's Global Development Fund – supporting potentially life-changing causes around the world

The TUI's Global Development Fund was established with the distinct purpose of assisting educational, developmental and trade union projects in underdeveloped countries as approved by the Executive Committee.

At Annual Congress 1999, a motion was passed whereby €0.95 of each full member's subscription is allocated to the fund.

Applications for donations from the TUI's Global Development Fund are considered once a year at the November or December meeting of the Finance Sub-Committee and notification regarding successful applications will be posted shortly afterwards.

A very brief overview of the projects that received funding for 2024 is set out below.

## Nepal Leprosy Trust

Funding the education/training for children of leprosy sufferers.

## HIRN Palestine

Creation of a playground for the As-Simiya primary school (West Bank).

**Kate Lynch Scholarship Fund**

Supporting and promoting education in Tanzania.  
In memory of former TUI President, Tom Hunt.

**Harambee Scholarship Fund**

Sponsoring children from Mukuru, Kenya to attend secondary school.

**Youth Alive Zimbabwe**

Tackling impact of HIV, AIDS epidemic and COVID-19 on young people in Manicaland.

**Bukas Foundation**

Providing sustainable development, education, livelihood, information and communication strategy to children, elderly, urban poor, and victims of calamities and disasters.

**VVM**

Supporting a programme on positive discipline in the teacher training colleges in Uganda.

**PEPY – Siem Reap, Cambodia**

Offering disadvantaged youth from rural villages the skills & educational opportunities needed to reach their full potential in a chosen career.

**Sierra Leone Ireland Partnership Ireland**

Providing an educational resource for subject areas such as history, development studies, international relations, global north global south relations, colonial studies, and inter-faith studies.

**See Beyond Borders**

Supporting Cambodian teachers by investing in training, mentoring and the introduction of educational technology and resources to enhance teachers' skills and improve learning outcomes for children in the classroom.

**Sekamaneng LECSA school**

Funding the building of wells and toilets for secondary and primary schools in Lesotho and South Africa.

**Ugalrish Project**

Funding initiatives such as teacher training, vaccination programmes and investing in infrastructure and employment programmes for women in the local community in Uganda.

**Schools and Health Foundation**

Construction of both extra classrooms and housing for teachers in the Marampa chiefdom of Sierra Leone.



# Teaching Council updates

*Article provided by the Teaching Council*

## TEACHING COUNCIL ELECTIONS

Elections of members to the Teaching Council will take place in February 2024. Registered teachers will be asked to vote to elect seven registered post-primary teachers to sit as members of the Council, for a four-year term commencing in April 2024.

## VOTING

Voting will be open from 22 February 2024 to 12 pm on 12 March 2024. Voting will take place online.

Teachers on the electoral roll can vote securely on any device – PC, laptop, tablet or smart phone. The Teaching Council will issue instructions on voting via email in February to all teachers on the electoral roll prior to the commencement of voting.

## TEACHING COUNCIL ONLINE LIBRARY

The Teaching Council provides all registered teachers with free access to an online library of research journals and articles and to a collection of eBooks. The online library offers access to a wealth of material to enhance education research, thereby supporting teachers' professional learning. Registered teachers can access the online library by logging into their My Registration account via [www.teachingcouncil.ie](http://www.teachingcouncil.ie).

## EXPIRING CONDITIONS ON YOUR REGISTRATION

If you are reaching the expiration date of your registration with conditions, you are required to submit evidence that you have met the requirement. If you have not been in a position to meet the requirements, you must request an extension of time. If you intend to request an extension of time to comply with the conditions attached to your registration, the Council would kindly ask that you engage in a timely manner. You can help us deliver a more efficient service to you and all other teachers requesting extensions by submitting the required documentation and promptly responding to any follow up queries. You can make your extension request and submit the supporting documentation by logging onto the My Registration portal and selecting My Conditions. It is important to note that teachers who do not engage or do not show evidence of attempting to address their conditions are putting their registration at risk.

## RENEWALS

Application for renewal of registration can now be made online via your My Registration account on the Teaching Council website. Please ensure that you update your contact information and provide any missing data such as post codes and mobile phone numbers. Please note that it is no longer possible for staff to take over the phone payments. Further

information can be found on the Renewing your registration section of the Teaching Council website.

## STUDENT TEACHER REGISTRATION:

As of 20 December 2023, 3,317 students are registered under Route 5 Student Registration. The most recent registration cycle commenced in October, where 2,163 student teachers received invitations for Route 5 Registration. Of these 1,608 applied for registration, 184 are awaiting Garda Vetting and 1,424 are registered.

## RE-VETTING

The Council invites teachers on a rotational basis to apply for re-vetting. If you have received an invitation to apply for re-vetting we would ask that you do so immediately by logging onto the My Registration portal and commencing the re-vetting process.

## DROICHEAD

Please note that the last day to register to commence Droichead in the 2023/2024 school year will be 8 March 2024. Registration for Droichead will re-open the first week of September for the 2024/2025 school year.

# NCCA consultation process for Leaving Cert Sciences and Languages

The National Council for Curriculum and Assessment (NCCA) is currently consulting on draft specifications for the following Leaving Certificate subjects:

- Biology
- Chemistry
- Physics
- Arabic

- Classical Languages - Latin and Ancient Greek.

The consultation opened in December 2023 and runs until 23rd February 2024.

The consultation will help inform the work of the development groups for these subjects in refining the draft specifications.

TUI urges members to play an active role.

Members can take part by following the relevant links at [www.ncca.ie](http://www.ncca.ie)



## €17m investment for apprenticeship education

The TUI welcomed the €17m investment in apprenticeship education announced by Minister Simon Harris in December.

The funding will be dispersed across four technological universities and Dundalk Institute of Technology (DkIT) to deliver in the order of an additional 132 apprenticeship craft training blocks. Also included in this investment is an allocation of €220,000 for SETU Carlow to procure all equipment required for delivery of Phase 2 and Phase 4 of their Aviation programme.

It is TUI's strong position that this funding must be spent in enhancing and upgrading apprenticeship facilities across the sector.

Laboratories and classrooms need to be appropriately equipped and have the flexibility to facilitate several forms of apprenticeship, and institutes must be properly equipped so that they can facilitate the increasing number of apprenticeships open to students. This is needed to avoid blockages and backlogs which are clearly detrimental to the apprenticeship students and ultimately the economy.

The objectives of the TUI in the realm of apprenticeship education are both to safeguard the delivery of Phase 4 and Phase 6 provision in the technological university/institute of technology (TU/IoT) sector for the future and to ensure the maintenance of apprenticeship education as a public service and for the common good.

In general terms, the TU/IoT sector must be provided with continuous, appropriate investment to maintain high standards in Ireland.

## TUI welcomes incorporation of St Angela's College, Sligo into the Atlantic Technological University

The TUI welcomed the incorporation of St Angela's College Sligo into the Atlantic Technological University (ATU), which is now the third largest higher education institution in the State with 25,000 students.

St Angela's College Sligo joins as the ninth Campus of ATU, offering a range of teaching and nursing programmes, including home economics initial teacher education, in the west/northwest of Ireland.

We wish to thank all of the TUI representatives involved in negotiations over the past few years who worked tirelessly to make this incorporation become a reality.

We also acknowledge the support of the current Minister for Further and Higher Education Simon Harris in responding positively to TUI requests in respect of this incorporation by introducing new enabling legislation in October 2022 to amend the Technological University Act to permit higher education providers, including St Angela's College Sligo, to become part of a technological university.

We also wish to acknowledge years legacy of the Ursuline Order in respect of their foresight and vision in bringing higher education provision to Lough Gill Sligo, which will continue now in ATU, as the Ursuline Order have gifted the St Angela's Campus and additional lands at Lough Gill Sligo to ATU.

We wish our members and students continued success at the St Angela's campus of ATU.



### DCU Institute of Education

#### Postgraduate Programmes

Providing you with an innovative learning experience in a vibrant and academic environment, covering fields such as special education, leadership, and primary and post primary education.



Scan the QR or check out the link for a full list of postgraduate programme

# Annual Congress 2024

2nd – 4th April 2024

Annual Congress 2024 will take place in the INEC, Killarney, Co. Kerry

*Keep an eye on [www.tui.ie](http://www.tui.ie) for full details*





# TUI in the media

*A small sample of issues recently addressed by TUI representatives in the national media*

## **'It's getting harder every year': Is there any solution to the teacher shortage crisis? - Irish Times 16/1/24**

TUI Principals and Deputy Principals' Association President Michael Murphy believes that the restoration of posts of responsibility to previous levels is key. It will not only help develop future leaders, but provide teachers with the same promotion opportunities available in any other profession.

'We could reduce the bureaucracy in getting Teaching Council accreditation for those from other countries,' Murphy suggests. "We do need vetting, but we could also speed things up."

## **Academic staff at technological universities to vote on industrial action - Irish Independent 12/1/24**

TUI President David Waters said there was an attempt to 'force through a desire to have each TU free to operate separately, without regard or recourse to national negotiation'.

'There must be parity of esteem across the sector and in this regard any regional variations in terms of pay and conditions are unacceptable,' he said.

## **Union to ballot staff at technical universities for industrial action - Irish Examiner 12/1/24**

The TUI said it will ballot more than 4,600 members in the TU sector next week over what it describes as "non-adherence by management to a collective agreement" which concerned the establishment of TUs.

## **'Unfathomable' that teachers returning from abroad have to start at bottom of wages ladder, says union - Irish Independent 9/1/24**

TUI president David Waters said: 'Second-level schools across the country are experiencing unprecedented struggles in putting teachers in front of classes, yet the Department of Education still refuses to

properly facilitate a highly qualified and significantly experienced cohort in returning to Irish schools. This really puts into question the commitment at Government level to properly tackling this crisis.'

In an interview on [Newstalk's Hard Shoulder on 3rd January](#), TUI President David Waters said that a failed teacher sharing initiative showed that the Government is 'hell-bent' on persevering with flawed sticking plaster measures rather than actually tackling the teacher supply crisis

TUI President David Waters spoke about the TUI PDA's survey on teacher recruitment and retention in schools and what needed to be done to tackle it on [Today FM's The Last Word programme on 15th November](#)

Speaking on [RTE Radio 1's Today With Claire Byrne programme on 15/1/23](#), TUI General Secretary Michael Gillespie outlined the measures needed to tackle teacher shortages

'To bring teachers back from abroad, we need to give them full time jobs. The Government needs to decide to give them credit for their service abroad, because they are bringing back a different expertise and different ways to learn.'

'Posts of responsibility were decimated by a moratorium and we're still not back to where we were in 2009. So what we have is a 'flat' teaching profession – unless you want to be a principal, or a deputy principal, there are limited promotional opportunities.'

On [Newstalk Breakfast on 15th November](#), TUI General Secretary Michael Gillespie said teaching needs to be made more attractive as a profession. 'We have got to start bringing the teachers we

have abroad back home,' he said. 'We have been consistently saying that the way to bring them home is to offer them permanent full-time jobs in a cost-of-living crisis.'

## **Secondary schools may face 'unpalatable decisions' to drop subjects due to teacher crisis - Irish Independent 15/1/23**

TUI president David Waters said his own school was forced to drop construction as a subject after a teacher who emigrated could not be replaced. He said many schools were being forced to make 'a lot of unpalatable decisions' on subject choices.

'For every position that goes unfilled, that's potentially nine different classes that don't have teachers. It's far worse than people think it really is – and I'll say credit to managements around the country for keeping it afloat at all because it's very bad.'

## **Secondary school principals forced to drop subjects in face of teacher shortages - Irish Times 15/1/23**

At the very least, TUI President David Waters said, new entrants to the profession must have a job of full hours and access to the career progression options that existed before the last recession, while posts responsibility should be restored to pre-cutback levels.

Discussing the adult education tutor situation the [Irish Times on 1st November](#), Michael Gillespie said the Union accepted the deal on the table was not perfect 'but we're hoping we can sort it out in talks with the department. We believe the issue of increments and some other issues can be addressed, we are waiting at present to see how they will respond to some of the points we have made to date.'



# PDA's Annual Conference a hugely successful event



MICHAEL MURPHY, INCOMING PDA PRESIDENT AND PRINCIPAL OF MAYO COLLEGE OF FURTHER EDUCATION AND TRAINING

The 2023 Annual Principals' and Deputy Principals' Association (PDA) Conference took place from the 15th to the 17th of November in the idyllic setting of the Galway Bay Hotel. A large number of delegates from right across the country had the opportunity to network and engage with a range of learning opportunities over two and half days.

The conference kicked off on Wednesday evening with a lively and entertaining presentation from the incoming president of the GAA, Jarlath Burns. Jarlath is Principal of a St. Paul's High School in Bessbrook, one of the largest schools on this island. In his own unique style Jarlath shared his leadership experiences and strategies adopted to deal with day-to-day challenges. He stressed the key role of collaborative leadership.

Day two of the conference commenced with three short presentations followed by a facilitated discussion. First off Professor Mona O' Moore addressed the topic of anti-bullying strategies, then we had Dr Keith Quille on artificial intelligence and its importance for education and learning. Dr Steve Lane completed the trio with an informative look at the benefits of positive



GERRY MCGILL, (PRINCIPAL, TYNDAL COLLEGE CARLOW), SANDRA O'TOOLE (PDA TREASURER, DEPUTY PRINCIPAL BUNCLODY VOCATIONAL COLLEGE), TUI PRESIDENT DAVID WATERS AND OUTGOING PDA PRESIDENT ADRIAN POWER

emotional contagion in the classroom. All three presenters went on to contribute to a lively panel discussion, ably facilitated by Paul Fields, Director of Schools with ETBI.

In keeping with our usual format, the Thursday afternoon sessions commenced with the President's address delivered by outgoing President Adrian Power. Adrian was comprehensive in addressing many of the big issues facing delegates in their role of school leaders. He also reported on progress on key issues arising directly from working closely with TUI. It was fitting then that the President's address was followed by the TUI Forum. The TUI Forum is a central feature of Annual Conference- a feature

that is truly unique. The opportunity to hear directly from the key leaders in the TUI, the President David Waters, General Secretary Michael Gillespie and Assistant General Secretary Liz Farrell was greatly appreciated by delegates. Attendees were impressed by the honesty and openness of the discussion and crucially the high level of understanding of the complexity and challenging nature of the role of school leadership.

Our loyal exhibitors are a vital part of the conference experience each year and this year was no exception. We had a record number of stands with a notable number of first-time participants. Feedback from the exhibition staff was very positive and we



JOHN CONNELLY (DEPUTY PRINCIPAL, LUSK COMMUNITY COLLEGE), PATRICIA KNIGHTLY (PRINCIPAL, ST. FINIAN'S COMMUNITY COLLEGE), MICK MOONEY (DEPUTY PRINCIPAL, ST. FINIAN'S COMMUNITY COLLEGE), TONY BARRY (PRINCIPAL, ST. KEVIN'S COMMUNITY COLLEGE), ADA BRODERICK (DEPUTY PRINCIPAL, LUSK COMMUNITY COLLEGE), JOHN DOYLE (DEPUTY PRINCIPAL, DONABATE COMMUNITY COLLEGE)



VIVIENNE HOGAN (PRINCIPAL, THOMAND COMMUNITY COLLEGE),  
MICHAEL BEHAN (PRINCIPAL, COLÁISTE NA TRÓCAIRE, RATHKEALE),  
TUI GENERAL SECRETARY MICHAEL GILLESPIE, MORGAN HEAPHY  
(PRINCIPAL, COLÁISTE MUIRE, ASKEATON)

look forward to a positive ongoing engagement with the companies involved.

Thursday was a busy day at conference with late afternoon presentations from Dr. Pdraig Kirk, the newly appointed Managing Director of Oide, on the mission and vision for the newly established organisation. We are fortunate to have senior members of the Inspectorate at our Conference and this year it was the turn of Martin Lally Assistant Chief Inspector whose presentation focussed on evidence arising from Junior Cycle implementation.

The day concluded with three parallel workshops. The Further Education workshop was facilitated by Geraldine Gibbons from GMIT while Dr Gina Noonan from SETU presented a short session on the facilitation of effective meetings. The third workshop was very much reflective of the local context with Micheál Ó Culáin, Bríd Ní Dhonncha agus Mairéad Ní Fhatharta outlining An Scéim Bhliain ar Oileán. The workshop concluded with Tomás Mac Pháidín presenting on Gaeltacht Summer Scholarships for DEIS Post – Primary Schools.

The opening presentation on the final day of Conference - Leading Towards Inclusion - was delivered by John Kearney CEO of the NCSE and Dr Johanna Fitzgerald, National Inclusion Special Education and Research Coordinator at ETBI Ireland on secondment from MIC. The session was facilitated by Linda Tynan Director of Schools at LOETB.

The final keynote presentation of Conference 2023 featured Dr Ciara O'Donnell, former National Director of PDST. Ciara's presentation on Leading Professional Learning was heavily informed by the most up to date international research evidence and her own extensive on the ground experience. This final session left delegates with lots to reflect on in the context of their own obligations and responsibilities.

Finally turning to leadership roles in PDA, Conference 2023 saw quite a few changes, with Adrian Power concluding a very successful term as President and joining the Executive as Past President. Michael Murphy takes over as President and it's all change in the other officer positions with Sandra O'Toole as Vice President, John Healy as Secretary and Denis Quinn takes on the Treasurer role. Iseult Glynn has concluded her term as Secretary but joins the Executive representing the Kerry ETB region.



## Membership Application/Renewal Form 2023/24

Please complete this form and return (with payment where appropriate) to Sandra O'Toole, PDA Treasurer, Bunclody Vocational College, Irish Street, Bunclody, Enniscorthy, Co. Wexford. Email: [sandraotoole@wwetb.ie](mailto:sandraotoole@wwetb.ie). The annual membership fee is €100.

NAME: \_\_\_\_\_  
(BLOCK LETTERS)

SCHOOL:: \_\_\_\_\_

PRINCIPAL ☐ DEPUTY PRINCIPAL ☐

SCHOOL ADDRESS: \_\_\_\_\_

EMAIL: \_\_\_\_\_



# MEMBERSHIP APPLICATION FORM

Teachers' Union of Ireland / Aontas Múinteoirí Éireann

73 Orwell Road, Rathgar, Dublin 6, D06 YP89. T: 01 492 2588 E: [tui@tui.ie](mailto:tui@tui.ie) W: [www.tui.ie](http://www.tui.ie)

Answers are required to all questions in order to process your application:

## Personal Details

Please circle: Mr / Miss / Mrs / Ms / Mx	Surname in English:	Surname in Irish:
Previous surname(s) (if any):	First Name(s):	
Home Address:		
School / Centre / Institute / Technological University (name and address/department):		
Date of Birth:	Mobile Tel:	Personal email address:
Academic Qualifications (All):		
Degree Subjects:		
Subjects Taught:		
Date of Appointment (Current Employer):		Date that you first commenced teaching:
Grade (e.g. Teacher, Youthreach Resource Person, Lecturer etc.):		
Is your post...	<b>Permanent/CID:</b> Full hours/whole-time? <input type="checkbox"/> Fewer than full hours?* <input type="checkbox"/> <b>Non-Permanent:</b> Full hours? <input type="checkbox"/> Fewer than full hours?* <input type="checkbox"/> <b>Job-share?</b> <input type="checkbox"/>	*If on fewer than full hours, please indicate the number <input type="text"/> of regular weekly timetabled hours.
Are you registered with the Teaching Council? Yes <input type="checkbox"/> No <input type="checkbox"/>		

## Union Membership

Have you previously been a member of the TUI? Yes ☐ No ☐

If yes, please give the dates of your membership and your former branch:

Have you been a member of any other union? Yes ☐ No ☐

Are you currently a member of any other union? Yes ☐ No ☐

If yes, please give the dates of your membership and your former branch:

I consent to the TUI contacting this union/these unions in accordance with the Constitution of the Irish Congress of Trade Unions ☐

- A. I am a new applicant in my first year of teaching/lecturing ☐
- B. I am a new/returning applicant who is not in my first year of teaching ☐

It is a requirement of membership that TUI rules, policies and procedures are adhered to in all union activities (see TUI Rule Book and Members Diary and Handbook). The union retains a copy of the application form for the duration of membership and as required under TUI Rule.

## New Members

I hereby apply for membership of the Teachers' Union of Ireland, and, if accepted, agree to be bound by the Rules of the Union. I confirm the details on this form are correct.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Incomplete or inaccurate information given on this form may affect the TUI's ability to represent you as a member.**

## TUI Data Privacy Policy

The TUI's Data Privacy Statement is available on our website, [www.tui.ie](http://www.tui.ie). The statement explains how and why the TUI processes personal data in accordance with the General Data Protection Regulation (GDPR). TUI will process your personal data for the legitimate work of the union. TUI will provide you with access to your personal data upon valid request. TUI is committed to protecting your personal data by having secure storage facilities, authorised access, retention and deletion and breach control measures and by maintaining accuracy.

### Consent

Under GDPR, data relating to membership of a trade union is classified as 'personal data'. In order for the TUI to process your membership application and to act as your trade union representative, TUI requires your explicit consent in relation to the following areas. Please indicate your consent by ticking the boxes below: **I agree to the following (please tick the relevant box if you consent):**

1. In order to complete my application, I consent to the TUI contacting my employer to confirm that I am employed as stated on my application form. ☐
2. I consent to TUI confirming my membership details with agreed service suppliers such as; the TUI Credit Union, Cornmarket Insurance and other suppliers of schemes offered which I seek to join. ☐

I hereby consent to the TUI processing the special category of personal data as indicated above. I fully understand that I am consenting to the TUI disclosing to the payroll section of my employer that I am a member of the TUI (or am applying for membership).

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

You may withdraw consent at any time by writing to the TUI Data Protection Officer:  
TUI Data Protection Officer, 73 Orwell Road, Rathgar, Dublin 6 D06 YP89 or by emailing [dpo@tui.ie](mailto:dpo@tui.ie).

**Note:** 1. Once all sections of the membership application form are fully completed please forward it to the Membership Section, TUI Head Office, 73 Orwell Road, Rathgar, Dublin 6, D06 YP89. Applications received will then be forwarded to the relevant Branch Secretary for Branch consideration.  
2. Please return a fully completed DAS form (attached) with your application form. DAS forms are also available from your TUI workplace representative, TUI Head Office or, online, at [www.tui.ie](http://www.tui.ie).

**OFFICIAL  
USE ONLY**

New Member: ☐ Existing Member: ☐

Number:

Area:

Branch:





# DEDUCTION AT SOURCE AUTHORISATION FORM

Teachers' Union of Ireland / Aontas Múinteoirí Éireann

73 Orwell Road, Rathgar, Dublin 6, D06 YP89. T: 01 492 2588 E: tui@tui.ie W: www.tui.ie

Answers are required to **all** questions in order to process your deduction:

## Personal Details

Please circle: Mr / Miss / Mrs / Ms / Mx      Surname in English:      Surname in Irish: \_\_\_\_\_  
Previous surname(s) (if any):      First Name(s): \_\_\_\_\_  
Home Address: \_\_\_\_\_

School / Centre / Institute / Technological University (name and address/department): \_\_\_\_\_  
TUI Branch: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ Mobile Tel: \_\_\_\_\_ Personal Email Address: \_\_\_\_\_

Grade (e.g. Teacher, Youthreach Resource Person, Lecturer etc.): \_\_\_\_\_

Is your post...      **Permanent/CID:** Full hours/whole-time? ☐ Fewer than full hours?\* ☐ \*If on fewer than full hours, please indicate the number   
**Non-Permanent:** Full hours? ☐ Fewer than full hours?\* ☐ of regular weekly timetabled hours.  
**Job-share?** ☐

## Deductions

**Payroll Number /Employee Code / Staff Number - as it appears on your payslip:**

*Deduction at source cannot be processed without payroll number. Please ensure this number is correct. Incorrect numbers can lead to delays in processing this request.*

## Authorisation

I hereby authorise the payroll department of (please tick one option only and fill in the details):

- ☐ Education and Training Board – please state the ETB \_\_\_\_\_  
☐ Institute of Technology/Technological University – please state the IoT/TU \_\_\_\_\_  
☐ The Department of Education

To make a deduction from each salary cycle of the union subscription appropriate to my employment at any time and pay this amount to the TUI on my behalf. I understand and agree that:

- The deduction at source facility is being made available solely as a matter of convenience to me.
- Beyond paying the sums deducted to the Teachers' Union of Ireland, the employer accepts no responsibility of any kind in the matter.
- The deduction is to commence as soon as possible and to continue until and unless I serve further written notice to the Teachers' Union of Ireland.
- The Teachers' Union of Ireland has the right to alter the amount of this deduction in line with agreed amendments in the rate of subscription.
- Any arrangements for refund of deductions or collection of arrears are to be made directly with the Teachers' Union of Ireland and that the employer will not be responsible for such matters.
- It is my own responsibility to ensure the correct deduction is made from my salary and to notify the Teachers' Union of Ireland if I wish to amend or cancel the deduction from my salary.
- There may be a delay in commencing or ceasing my deduction due to payroll scheduling and the fact that amendments to mandates are submitted to the employer on a monthly basis.
- I will correspond directly with the Teachers' Union of Ireland in relation to the deduction from my salary.
- It is my responsibility to inform the TUI of any change to my employment status.

The amount of the subscription is determined by TUI Annual Congress.

N.B.: The Department of Education and/or ESBS do not accept DAS forms and have requested that the TUI hold the original form on behalf of the member.

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## Consent

Under GDPR, data relating to membership of a trade union is classified as 'personal data'. In order for the TUI to process your deduction at source request, TUI requires your explicit consent. Please indicate your consent by reading the following statement and signing below:

I consent to the TUI disclosing my details to the payroll section of an employer for deduction at source of union subscriptions. I fully understand that this allows the TUI to disclose to the payroll section of my employer that I am a member of (or applying to become a member of) the TUI.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

You may withdraw consent at any time by writing to the TUI Data Protection Officer:

TUI Data Protection Officer, 73 Orwell Road, Rathgar, Dublin 6 D06 YP89 or by emailing [dpo@tui.ie](mailto:dpo@tui.ie).

**OFFICIAL  
USE ONLY**

New Member: ☐ Existing Member: ☐

Number: \_\_\_\_\_

Area: \_\_\_\_\_

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

# TUI members can avail of free Breast Health Awareness & Education Programme

The TUI in partnership with Breast Cancer Ireland and Cornmarket was delighted to launch the Breast Health Awareness & Education Programme.

The aim of this programme is to promote the importance of breast health education to TUI members. As part of this presentations will be provided by Breast Cancer Ireland which will explain the eight signs and symptoms of breast cancer and how to perform a self-check examination. This invaluable information will help to drive awareness of breast cancer and encourage TUI members to self-check regularly to identify what is normal for them, so that if an abnormality does occur, it will be identified early and hopefully provide a more positive outcome.

Breast cancer will affect 1 in 9 women during their lifetime\* and early detection is key. There is a common misconception that breast cancer only affects older women. However, the statistics tell a different story. 30% of women diagnosed with the disease, are aged between 20 and 50\*. The aim of this programme is to drive awareness and ultimately save lives.

**Presentations can be arranged during lunch time or after school / college hours, either in person or online and only take approximately 30 minutes. You can register your interest in a presentation by emailing [tui@bciresearch.ie](mailto:tui@bciresearch.ie)**

**The effect of this programme in the short and longer term will be hugely significant and has the potential to really make a difference to the lives of our members and your colleagues.**

**To find out more, visit: [cornmarket.ie/tui-breast-health-programme/](https://cornmarket.ie/tui-breast-health-programme/)**

*\*Source: Breast Cancer Ireland, 2023*

*This programme is brought to you through the TUI Income Continuance Plan. The programme is not a regulated financial product. This programme provides an education and awareness presentation on the signs and symptoms of breast cancer only. It is the responsibility of each TUI member or attendee of the presentation to investigate any health concerns directly with their G.P.*

**DISCLAIMER:** The TUI, programme organisers, sponsors and supporters of the programme cannot be held responsible for any subsequent development of disease following participation in the programme.

The TUI Income Continuance Plan is underwritten by New Ireland Assurance Company plc.

Cornmarket Group Financial Services Ltd. is a member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies. This is not a regulated financial product or service.

**Cornmarket**

**BREAST CANCER IRELAND**  
researching a cure

**Breast Health**

**TEACHERS' UNION OF IRELAND**  
TU  
AONTAS MÚNTEOIRÍ ÉIREANN

**Education & Awareness**

**Awareness saves lives**

**Cornmarket, Breast Cancer Ireland and the TUI have come together to promote breast health awareness & education to all TUI members.**

**30%**  
of women diagnosed with breast cancer each year are between the ages of 20 and 50\*

**1 in 9**  
women will develop breast cancer in the course of their lifetime\*

\*Source Breast Cancer Ireland, 2023.  
19577 BCI TUI Flyer 08-23



# RMA News

As I write this at the beginning of January 2024, I would like to wish all our RMA members and their families a very happy New Year.

We began 2023 still concerned that pension increases due under Building Momentum had not been received by our former VEC/ETB retirees, but I am glad to report that as we begin 2024, these increases have been paid, including the 1.5% increase due from 1st October 2023. At the time of writing no successor for Building Momentum which ended on 31st December 2023 has been agreed between the Government and the Public Services Committee of the ICTU.

The link between pay and pension was only guaranteed until the end of 2023, when Building Momentum expired. Any change to this link will impact negatively on the future value of public service pensions. To effectively defend and promote our interests we need as many retired colleagues in our membership as possible.

## AUTUMN AND SPRING BREAKS

In October, 70 RMA members and friends enjoyed a very enjoyable autumn break in Sligo with visits on the Wednesday to Ballroom of Romance in Glenfarne, Kilticlogher Museum of Sean McDermott, Glencar Waterfall and Arigna Coal Mines, Carrick on Shannon and Drumcliffe on the Thursday.

As I mentioned in the last issue of TUI News we will be having our spring break in the **Charleville Park Hotel & Leisure Centre from Tuesday to Thursday 19th, 20th and 21st March 2024**

- 3 Nights' Dinner and Breakfast €315 (per person sharing) and 3 Nights' Dinner and Breakfast €390 (single occupancy)
- Complimentary tea/coffee on arrival on the Tuesday
- Music one evening in the bar
- Tours will be organised for Wednesday and Thursday but have not been finalised at present



### Booking details:

You must book this package directly with the hotel quoting 336761 as reference (no booking fee)

Limited places for this package so book early!

Package must be booked no later than **Friday, 1st March 2024**

Contact details: Tel: 063 33700 Email:

kcleary@charlevilleparkhotel.com

## RMA AGM

The AGM of the RMA will be held on Wednesday, 15th May in the Shamrock Lodge Hotel, Athlone. The AGM will follow the usual format: Registration 10.30 - 11.30am, followed by the AGM, with a light lunch available at your own expense - and finishing at 4.30 pm. Dinner will follow at 7.00 pm. Branches are reminded that motions for the AGM and amendments to the RMA constitution must be with the RMA Secretary rmasec@tuimail.ie before 1st March 2024.

## BUDGET 2024

As part of Budget 2024, changes were made to USC rates and tax credits. Members should check to make sure that they are on the correct tax rates etc.

**Dan Keane RMA Secretary**

## RMA MEMBERSHIP APPLICATION FORM

NAME: \_\_\_\_\_

(BLOCK LETTERS)

ADDRESS: \_\_\_\_\_

(Name of College/School/Education Centre)

MOBILE TELEPHONE NO.: \_\_\_\_\_

E-MAIL ADDRESS: \_\_\_\_\_

RETIRED FROM: \_\_\_\_\_

TUI BRANCH: \_\_\_\_\_

"I consent that my data will be used for the legitimate processing & administration of my RMA membership and to contact me only regarding RMA membership".

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please forward the completed application form to Membership Officer:

**Majella O'Neill, 12 Parkview, Freshford Road, Kilkenny. R95 PN3F**



Sponsored by



## Congratulations to:

**Vol 46 No 1 winner:**

**John Clune, St Oliver's Community College,  
Drogheda, Co Louth**

**Vol 46 No 2 winner:**

**Julia Gribben, Rosses Community School,  
Dungloe, Co Donegal**

# Crossword

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

**Only one entry per member.**  
Photocopies can be submitted.

Name \_\_\_\_\_

Workplace \_\_\_\_\_

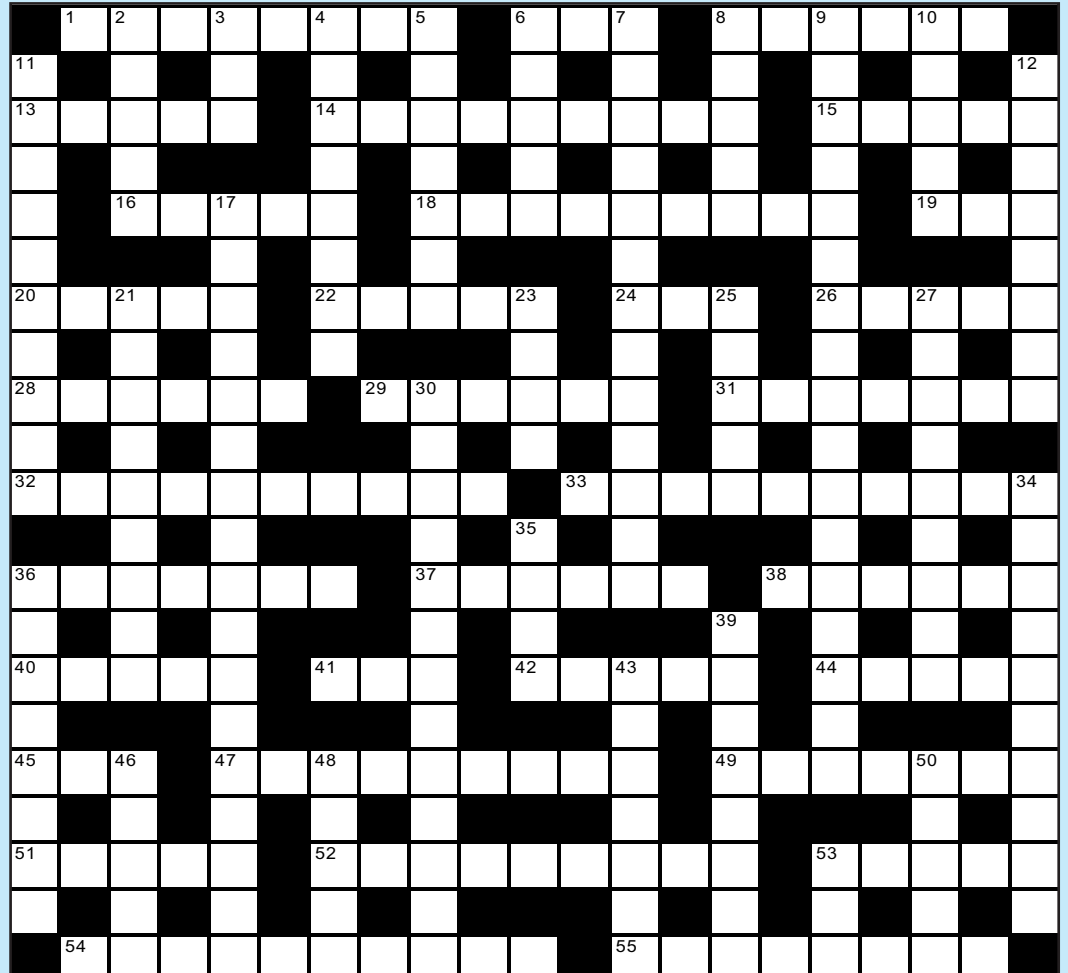
Address \_\_\_\_\_

Contact number \_\_\_\_\_

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

Send entries to  
TUI Crossword February 2024  
TUI, 73 Orwell Rd, Rathgar,  
Dublin 6, D06 YP89.

Closing date for entries:  
8th March, 2024



### ACROSS

- 1 They mend shoes (8)
- 6 The basic unit of electric current adopted under the Système International d'Unités (3)
- 8 The -- ---- ; 1996 album by British band Sleeper (2,4)
- 13 The organ that bears the ovules of a flower (5)
- 14 Equivalent retaliation (3,3,3)
- 15 More than is needed, desired, or required (5)
- 16 Leonhard ----, an eighteenth century Swiss mathematician, physicist, astronomer, geographer, logician, and engineer (5)
- 18 A soft quilt usually filled with the down of the eider (9)
- 19 2021 American thriller film written, directed, and produced by M. Night Shyamalan (3)
- 20 The basic unit of money in Russia (5)
- 22 Of, in or relating to the nose (5)
- 24 A kind of person (3)
- 26 Urge or force (a person) to an action; constrain or motivate (5)
- 28 Rough shelter whose roof has only one slope (4-2)
- 29 ----- Spice, the nickname of singer Melanie Chisolm (6)
- 31 Island in the Persian Gulf (7)
- 32 (of political bodies) not controlled by outside forces (10)
- 33 A sale of donated articles (6,4)
- 36 A breach of a law or rule; an illegal act (7)
- 37 Remove or make invisible (6)
- 38 The arch of the foot (6)
- 40 Any of various plants of the genus Syringa having large panicles of usually fragrant flowers (5)

### DOWN

- 41 Take a seat (3)
- 42 A static picture (5)
- 44 (of pop groups) not affiliated with a major recording company (5)
- 45 A deciduous tree of the genus Quercus; has acorns and lobed leaves (3)
- 47 A person who freely indulges in sensual pleasures without regard to moral principles. (9)
- 49 Freed from or not subject to an obligation or liability (as e.g. taxes) to which others or other things are subject (7)
- 51 With the end forward or toward the observer (3,2)
- 52 Come into existence; take on form or shape (9)
- 53 The outlay of money (5)
- 54 Representing or accommodating the entire length (4-6)
- 55 Continuing through life (8)
- 2 Make a speech, especially pompously or at length. (5)
- 3 Obtain in exchange for payment (3)
- 4 Provide with power and authority (8)
- 5 Small sofas (7)
- 6 Girls ----, pop group formed Popstars: The Rivals in 2002 (5)
- 7 (in the US) a court case held to establish formally the identity of a child's father. (9,4)
- 8 Formally making a person known to another or to the public (5)
- 9 The local mean time at the Royal Observatory in Greenwich, London, counted from midnight (9,4,4)
- 10 Imitative of a style or fashion from the recent past (5)

- 11 Mild white Italian cheese (10)
- 12 A stringed instrument related to the lute, usually played with a plectrum (8)
- 17 (US military) a commissioned officer holding a rank above major and below colonel (10,7)
- 21 Delighting the senses or exciting intellectual or emotional admiration (9)
- 23 ---- Jim; Novel by Joseph Conrad (4)
- 25 Marinated meat and cooked on a skewer usually with vegetables (5)
- 27 Engage in pretence in order to trick someone or gain an advantage. (9)
- 30 The basic unit of money in Great Britain and Northern Ireland; equal to 100 pence (5,8)
- 34 The feelings expressed on a person's face (10)
- 35 Move obliquely or sideways, usually in an uncontrolled manner (4)
- 36 Someone who looks on (8)
- 39 Unable to appreciate music (4-4)
- 43 Involving only main features (7)
- 46 Japanese arrowroot or Chinese arrowroot, is a group of climbing, coiling, and trailing deciduous perennial vines native to much of Asia (5)
- 48 A major biotic community characterized by the dominant forms of plant life and the prevailing climate (5)
- 50 The plate used to hold the bread during the Eucharist (5)
- 53 Nocturnal bird of prey with hawk-like beak and claws and large head with front-facing eyes (3)