

NEW MINISTERS APPOINTED

RANGE OF URGENT ISSUES TO BE ADDRESSED



- ☐ RECRUITMENT & RETENTION CRISIS
- ☐ ADDRESSING TEACHERS' SENIOR CYCLE REDEVELOPMENT CONCERNS
- ☐ REDUCING BUREAUCRATIC WORKLOAD



- ☐ ADDRESSING FUNDING DEFICIT, WORKLOAD & PRECARIOUS EMPLOYMENT
- ☐ PROPERLY RESOURCING TUS/IOTs
- ☐ VALUING APPRENTICESHIPS AND FET

A Word from the President - David Waters

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Dear colleagues,

I hope that 2025 is progressing well for all TUI members across the sectors. Over the past few months, the Union has been busy advocating on your behalf.

Second Level

Senior Cycle

November saw the TUI and the ASTI take joint action against the accelerated introduction of Senior Cycle Redevelopment (SCR), with changes due to be implemented from September 2025. Thousands of teachers demonstrated their concerns by engaging in a lunchtime protest, demanding answers to questions around resources, time for teachers, the implementation of 40% AACs, and the implications of AI and assessment integrity. Until all of these questions are answered, a delay is the only option if we are to be truly cognisant of maintaining education standards and ensuring that workload is not exacerbated for teachers and our students. There have been a number of constructive high-level engagements

with the Department since the protest. However, so far, we have not come to any agreement.

The TUI welcomes our new Minister for Education and Youth, Helen McEntee, TD into her new role, and calls on her to listen to the experts, the teachers in the classroom, and announce a delay to the introduction of SCR to give the necessary time to address members' concerns.

Voluntary Secondary Schools

At the time of writing, I am pleased to announce the Teachers' Conciliation Council (TCC) has finally agreed a wording on the issue of 'up to 10 hours' in relation to the Croke Park hours and will disseminate it shortly. It is agreed that the 'up to 10 hours' refers to teachers on a pro rata contract and management have no role in deciding whether to allow 10 individual hours or not. All teachers on full hours are entitled to the 10 individual hours. All teachers on less than full hours receive them on a pro rata basis e.g. if you have a contract for

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ETB Ballot

Due to the overwhelming ballot result of 94% voting in favour of a campaign of industrial action if our concerns in ETBs are not addressed, ETBI has accepted an invitation by the TUI to constructive talks to resolve the impasse. Members' issues are spread right across the country and are varied in nature, whether that is the FE College of the Future, the misinterpretation of circular letters or the failure to implement national agreements. The aim of these discussions will be to address all of these concerns with a collective agreement, brokered by the Department. This will help ensure industrial peace into the future. The TUI is always available to resolve issues through negotiation, but we reserve the right to take industrial action, up to and including strike action, if necessary.

Further Education

Youthreach

The TUI is very clear in its position that the Youthreach calendar should be aligned with second level as much as possible. The TUI is re-engaging with the WRC to resolve the issue. Unfortunately, there is a change in direction from the management side which will only delay matters further. Hopefully, further engagements in the WRC will help alleviate the new concerns of the Department.

Adult Education

At the time of writing, work is progressing in ETBs in relation to the Adult Educator conversion process. I draw your attention to Information Note 4/24 that issued just before Christmas that protects tutors/adult educators working patterns. You will note that the Information Note refers to CL65/2017 which states that 'Any change in the work pattern would be subject to agreement between the employee and the employer'.

Third Level

The TUI was stunned at the disrespect shown to the Union, and the WRC, by the announcement in January by the then Minister for FHERIS on management grades in the TU sector. This is the very reason members were balloted on last year, and both the TUI and DFHERIS, under the auspices of the WRC, are currently trying to find a resolution to the problem. This interference in the WRC process represents a radical departure from usual, and acceptable, procedure and shows a lack of regard for the industrial mechanisms of the state. The TUI welcomes the new the Minister for FHERIS, James Lawless, TD, but also calls on him to engage with the TUI on this matter immediately.

Researchers

DPENDR recently held a meeting to discuss pensions for researchers, and a note has been prepared for their senior management. While the TUI welcomed this development, we once again reiterated the urgency of progressing the issue, a view supported by management and DFHERIS.

Branch Officer Training

The TUI embarked on a new two-day Branch Officer Training programme in January. This was a tremendous success with 120 members from across the country in attendance. There were numerous presentations and discussions and I would like to thank everyone involved in the day, in particular, all the organisers and speakers and to you, the Branch Officers, who gave of your free time to attend this important training event.

International Issues

The TUI has been a strident supporter of peace in Gaza and has consistently called for humanitarian aid to be allowed into the region. We very much welcome the news of a ceasefire and the release of hostages and hope this will be a platform for a lasting peace. We cannot return to 'business as usual' after such genocidal violence. The TUI is committed to the passing of the



TUI PRESIDENT, DAVID WATERS

Occupied Territories Bill and we encourage the Government to enact it as soon as possible.

Young Scientist & Technology Exhibition

I would like to congratulate all the teachers and students involved in the Young Scientist & Technology Exhibition this year. It is a testament to the amazing work that goes on in schools. I can't help wondering what would happen if every school was provided with world class facilities in all subjects. Our teachers and students do incredible work despite the chronic underfunding in our education system. Well done to all involved.

Commitment of members

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 is today.

‘Regional variations in pay in Technological University sector completely unacceptable’

On 21st January, the TUI criticised the announcement by then Minister for Further and Higher Education, Research, Innovation and Science (DFHERIS) Patrick O'Donovan that he was giving Munster Technological University (MTU), Atlantic Technological University (ATU), Technological University of the Shannon and Mid-West (TUS) and South-East Technological University (SETU) the green light to move forward to the next stage of appointing executive management teams.

TUI described the fact that these senior positions are being advertised at different salary grades in the different technological universities as being ‘completely unacceptable’, stating that there ‘can be no regional variation in pay and conditions’ in the sector in which TUI represents 4,800 academic staff.

The Union has been engaging with DFHERIS around these issues under the auspices of the Workplace Relations Commission (WRC) with the next meeting scheduled for February. The announcement by the Minister demonstrated a lack of

respect for the WRC process which the TUI has engaged in to date in good faith.

Last year, TUI members in the sector voted by a margin of 92% to 8% to give a mandate for industrial action over the non-adherence by DFHERIS and institute management to a collective agreement concerning the establishment of technological universities.

The TUI has said that it will not allow the Department to treat technological universities differently where agreed industrial relations processes have not concluded.

‘There must be parity of esteem across the technological university (TU) sector and any regional variations in pay or conditions are completely unacceptable to us,’ TUI General Secretary Michael Gillespie said.

‘The TU sector must 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.’

‘In 2017, TUI members at third level voted in a national ballot to accept the collective agreement concerning the establishment of TUs. Regrettably, DFHERIS and management have not adhered to this collective agreement.’

‘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 manner and nature of this development is completely unacceptable.’

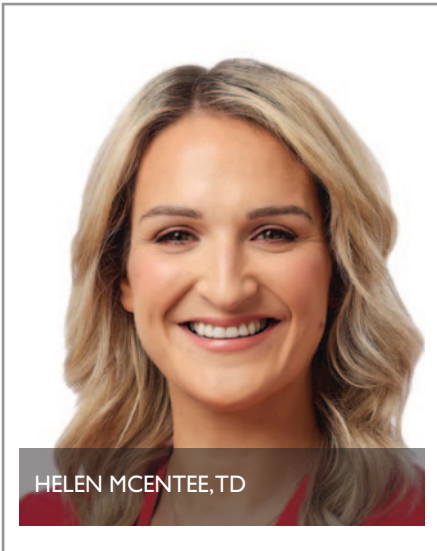


Union welcomes new ministers into education roles and outlines issues that require urgent attention

The TUI has congratulated Helen McEntee, TD on her appointment to the position of Minister for Education and Youth and James Lawless, TD on

his appointment to the position of Minister for Further and Higher Education, Research, Innovation and Science.

He set out some key issues that the TUI wants urgent engagement with the new ministers on.



HELEN MCENTEE, TD

On the day that their appointments were confirmed, TUI General Secretary Michael Gillespie said that the TUI 'looks forward to meeting with the new ministers and will be stressing the need for significantly increased investment in all areas of the public education system.'

'It is crucial that the ministers recognise the need for full and meaningful consultation with the relevant unions in the development of any new education policies or on any matters affecting the terms and conditions of teachers and lecturers.'



JAMES LAWLESS, TD

'The **recruitment and retention crisis** is worsening and schools are experiencing unprecedented difficulties filling vacancies. While the accommodation emergency affects all of society and must be dealt with on a national basis, contracts of full hours must be provided from initial appointment to boost recruitment and teachers must have access to enhanced career structures to ensure staff retention. It must also be made easier for Irish teachers to return home from abroad.'

'At **third level**, the latest international indicators show that our paltry investment level is lagging far, far behind what is required. Ireland's spend (0.5% excluding R&D) is just half that of the OECD average and the ratio of students to lecturers has been consistently and unacceptably higher than international norms. This is a shameful and unacceptable legacy of a refusal at political level to address the sector's funding crisis in any meaningful way. The new Government must commit to a long term, sustainable funding model for the Technological University/Institute of Technology sector. The scourge of precarity of employment in higher education settings must also be properly tackled.'

'The TUI has already called for a **delay in the implementation of Senior Cycle redevelopment**. The accelerated pace of the redevelopment risks undermining both educational standards and fairness for Leaving Certificate students. There is far too much at stake for this not to be done properly.'

'**Ireland's Further Education and Training (FET)** sector has consistently proven itself in evolving to meet the needs of the economy and society, but those employed in this sector must be valued in the same manner as other public sector educationalists. Despite undertakings by previous ministers, engagement on important developments in the sector continues to be poor. The Government must commit not only to appropriate funding for this important sector, but to proactive engagement with the TUI as the voice of the practitioners.'

'Overall, if our education system is to be successful and if the needs of students are to be properly met, **teaching and lecturing jobs must be attractive career options and have manageable workloads** in a properly resourced education system.'

30,000 teachers call for delay in implementation of Senior Cycle redevelopment over serious educational concerns

TUI and ASTI members around the country held lunchtime protests on Tuesday, 19th November over the accelerated pace of the Senior Cycle redevelopment programme, which they believe risks undermining both educational standards and fairness for Leaving Certificate students.

Both unions have called for a delay to the implementation of the redevelopment programme so that these serious issues can be addressed.

Teachers are not opposed to the redevelopment of the Senior Cycle. However, for successful implementation, it is crucial that:

- Sufficient resources are provided to ensure a smooth and effective roll-out. Such resources must be allocated equitably across all schools/centres
- Any changes to subjects/specifications are not rushed through, are of educational benefit to our students and are based on the professional views of those practitioners tasked with delivery
- Comprehensive and fully informed in-service training is provided to all teachers well in advance of implementation

Speaking on the day, TUI President David Waters said that while teachers are not opposed to positive redevelopment, to be successful 'it must be educationally sound and the appropriate resources must be made available. There is far too much at stake for this not to be done properly.'

ASTI President Donal Cremin said that the accelerated pace of redevelopment has led to 'huge concerns amongst teachers' and said that change 'of such significance cannot be rushed into an already overburdened system.'





TUI members in ETBs vote overwhelmingly in favour of industrial action over unacceptable unilateral changes

In a national ballot carried out in November, TUI members employed in Education and Training Boards (ETBs) voted overwhelmingly in favour of industrial action over unacceptable unilateral changes that increase workload, change the established practices and depart from the terms of collective agreements.

Members voted by a margin of 94% to take industrial action as directed by the Union's Executive Committee. The TUI has over 11,500 members in the sector.

The ballot was undertaken due to a number of completely unacceptable trends and developments in the sector, as set out below.

- **Circumvention of Collective Agreements:** There is growing evidence that management in some ETBs has been attempting to bypass or ignore agreed terms, nationally approved contracts and the mandatory provisions of Circular Letters e.g. the issuing of unagreed contracts, failure to implement the S&S circular letters correctly, non-consultation with staff in relation to 'Croke Park' calendars etc.
- **Introduction of unapproved titles, positions and job descriptions:** New titles and roles have been introduced without referral to national industrial relations fora. This has led to confusion and disruption of agreed responsibilities and established reporting structures, undermining the clarity of roles, increasing workload and impacting operational effectiveness
- **Failure to consult/engage meaningfully with the TUI:** The relevant authorities in the sector, particularly ETBs and ETBI, have, with increasing frequency, failed to engage in proper consultation and negotiation with the TUI in relation



to proposed reforms and work practice changes that directly or indirectly impact TUI members' workload and working conditions.

- **Deterioration in Terms and Conditions:** This drift towards unilateralism, diktat and a culture of autocratic management is having a seriously adverse effect on members in the sector, including:
 - reduction in promotional opportunities and, for some members, in the value of allowances,
 - forced amalgamation of workplaces,
 - unilateral creation of new entities with a resultant increase in workload
 - erosion of collegiality in the working environment
 - elimination of protections secured for TUI members in collective agreements.
 - at the level of ETB management, there is a lack of familiarity and compliance with key Circular

Letters, including those relating to nationally agreed contracts, working hours and patterns, the award of CIDs, the mandatory sequence for assigning new hours, supervision and substitution and various types of approved leave.

In announcing the result of the ballot, TUI President David Waters said that the 'the union is prepared to resolve the issues of concern through active negotiation but, should that not prove possible, it stands equally prepared to take effective, escalating industrial action.'

The overwhelming mandate given to by members showed the depth of feeling on the unilateral changes that certain managements had sought to impose across the sector, he said.

The TUI will liaise directly with ETBI to seek a forum to discuss the issues of concern and will seek the assistance of the Department of Education/DFHERIS in this regard.

Following the national ballot of members, the following directive issued to TUI Members in the ETB Sector:



TUI Directive on protocol for change to existing work practice and meaningful consultation

The TUI hereby issues the following directive to ensure the protection of members' rights and the fair application of workplace agreements. Members are directed as follows:

1. Scope of Duties

Members shall not undertake any new or additional work, duties, or responsibilities beyond their existing roles and agreements unless meaningful consultation has been conducted with the affected member(s), their representative, the workplace committee or, as appropriate, union official. Any such change must follow meaningful consultation and be in strict compliance with TUI policy, circular letters, and national collective agreements.

2. Conditions for Consultation

Meaningful consultation must include, at a minimum:

- clear communication of the proposed changes in duties or responsibilities along with the rationale for change.
- adequate time for the member(s) to seek advice and provide feedback.
- an appropriate forum to discuss the proposals and to provide for the exchange of views.

It is noted that it is best practice that any implementation of a change in work practice is best achieved following agreement with the relevant parties.

3. Adherence to Agreements

Members and management are required to strictly adhere to all terms and conditions outlined in:

- Circular letters
- Applicable collective and national agreements.

4. Breach of Directive

Any attempt to impose additional duties or responsibilities or to change work practice without following this consultation process will be considered a violation of this directive. Members are encouraged to report such breaches to their union representative/s immediately.

This directive is issued in the interest of fairness, transparency, and mutual respect in the workplace.

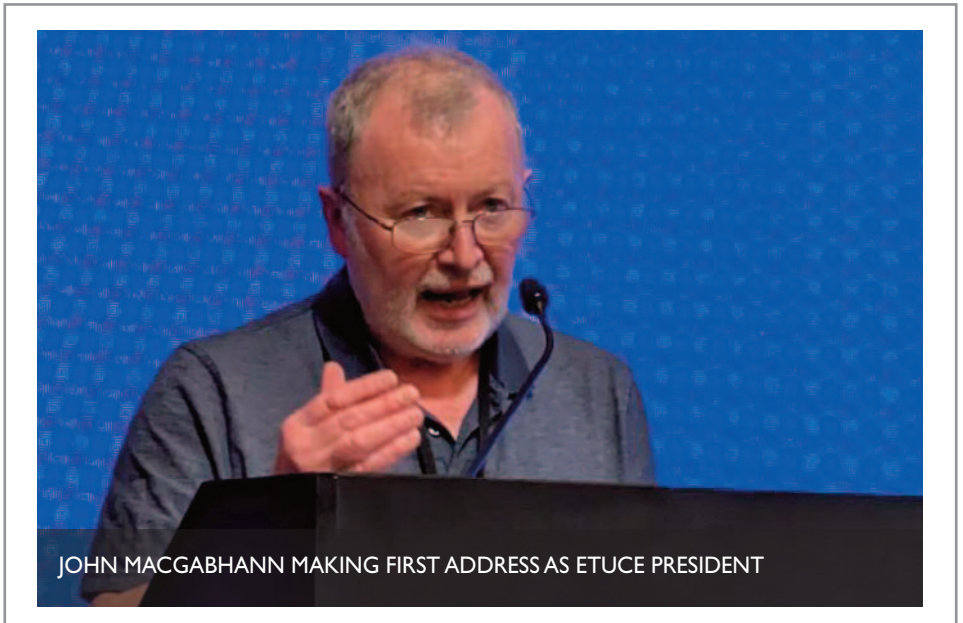
Please post this directive on the TUI notice board

Former TUI General Secretary elected first Irish President of ETUCE, a federation representing 11 million educators in Europe

The TUI is extremely proud that John MacGabhann was elected President of The European Trade Union Committee for Education (ETUCE) at the organisation's conference in Montenegro in November. A federation of 123 education trade unions in 51 countries representing over 11 million educators, ETUCE is the European area structure of Education International. This is the first time that the presidency has been held by an Irish person.

A native of Clonmel, Co Tipperary, John worked as a teacher of English and Irish in Tallaght Community School. He had a strong trade union involvement throughout his teaching career and was elected President of the TUI in 2000 before later serving as Education/Research Officer, Assistant General Secretary and, from 2011 to 2020, as General Secretary of TUI.

In his address to the ETUCE conference, he stressed the importance of listening attentively to members, effective resource allocation and promoting high quality public education as a public good. He referred to the challenges posed by the resurgence of the far right, the privatisation agenda, use of AI in an appropriate, ethical



JOHN MACGABHANN MAKING FIRST ADDRESS AS ETUCE PRESIDENT

manner and the urgent need to integrate environmental sustainability and climate action into curriculum.

TUI President David Waters described the election as 'an extremely significant achievement. The size and political influence of ETUCE is massive and from being present at recent meetings with members from various countries, it is abundantly clear that John is held in the highest regard. He is greatly respected by all the member unions, and his dedication to trade unionism and his

commitment to upholding solidarity with our fellow members of ETUCE is truly remarkable. I am delighted that someone who is TUI through and through has been given the opportunity to hold such an office on the international stage. This is not just important for the TUI, as John is also the first Irish person to hold the role, and I have no doubt he will do both the Union, and the country proud.'

ETUCE is the recognised social partner for teachers and other education personnel at European level, and a defender of their interests towards the European Commission and other European institutions.

Established in 1977, the federation is composed of national trade unions of teachers and other staff in all parts of the education sector: early childhood education; primary education; secondary education; vocational education and training; higher education and research. The member organisations cover both EU and non-EU states. ETUCE is also the European Trade Union Federation for the education sector within the European Trade Union Confederation (ETUC).



NEWLY ELECTED ETUCE PRESIDENT JOHN MACGABHANN WITH OUTGOING PRESIDENT LARRY FLANAGAN, TUI GENERAL SECRETARY MICHAEL GILLESPIE AND PRESIDENT DAVID WATERS

Impressive Maths and Science rankings a tribute to Irish students & teachers

The TUI has described Ireland's ranking in the latest Trends in International Mathematics and Science Study (TIMSS) as a strong endorsement of the commitment and dedication of Irish students and teachers.

In welcoming the results, the union drew attention to the difficulties Irish school communities face as a result of chronic underfunding at second level by successive governments and the teacher recruitment and retention crisis.

TIMSS assesses the Mathematics and Science skills of fourth grade and eighth grade students internationally (fourth class and second year in Ireland). The 2023 assessments were administered to a random sample of 6,321 second year students in Ireland. Overall, the assessment was administered to 650,000 students in 65 countries.

'The strong performance by Irish students in the latest TIMSS study is a tribute to the high standard of teaching and learning in school communities around the country. Ireland was the top performing EU country in Maths and Science at second year,' said TUI General Secretary Michael Gillespie.

'What makes these findings even more impressive is that the latest OECD figures show that no country listed spends a lower proportion of gross domestic product (GDP) at second level. Shamefully, Ireland's

spend (0.9%) is the lowest of the 34 countries for which figures are provided, trailing far behind the OECD average of 1.9%.'

'Smaller class sizes are required to facilitate modern teaching and learning methodologies.'

DIFFERENCE BETWEEN DEIS SCHOOLS AND NON-DEIS SCHOOLS IS OF CONCERN – GENDER DIFFERENCES ALSO REQUIRE FURTHER INVESTIGATION

The difference in scores between DEIS and non-DEIS schools is of concern and makes clear the need for significant, additional targeted resourcing. Separately, the gender differences in scores are also of concern and require further investigation.

DIFFICULTIES RECRUITING AND RETAINING MATHS AND SCIENCE TEACHERS

In addition, there is a worsening teacher recruitment and retention crisis in our schools which sees students regularly missing out on subject choice. We know from our own research that Maths and Science are areas where it is particularly and increasingly difficult for schools to find and retain teachers.

HOW DID IRISH STUDENTS RANK?

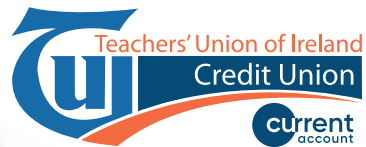
Ireland is the top performing EU country in both Mathematics and Science for students in second year at second level. Scores are based on a midpoint of 500 points, so all of the countries in the top 10 rankings below are already considerably above average in terms of the overall total of 65 countries.

SECOND YEAR MATHEMATICS: TOP 10

1. Singapore (605)
2. Taiwan (602)
3. South Korea (596)
4. Japan (595)
5. Hong Kong (575)
6. England (525)
- 7. Ireland (522)**
8. Czech Republic (518)
9. Sweden (517)
10. Lithuania (514)

SECOND YEAR SCIENCE: TOP 10

1. Singapore (606)
2. Taiwan (572)
3. Japan (557)
4. South Korea (546)
5. England (531)
6. Finland (531)
7. Turkey (530)
8. Hong Kong (528)
9. Czech Republic (527)
- 10. Ireland (525)**



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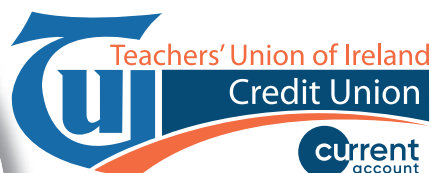


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President Higgins praises ‘enthusiastic global citizens’ at Young Scientist Exhibition

The RDS in Dublin again hosted the 2025 BT Young Scientist & Technology Exhibition (BTYSTE), which saw over 1,000 second level student finalists presenting their STEM-focused ideas on how to change the world for the better to a panel of 85 judges,

Speaking to students and teachers at the ceremony, President of Ireland, Michael D. Higgins, said: ‘It is both an exciting and a

morally challenging time to be a young scientist. Young scientists and technologists have a great responsibility and opportunities to be conscientious and conscious as to where their work will be applied.’

‘What encourages me to hope is that I see gathered here not only brilliant young scientists, technologists, full of innovative ideas and creativity, but also enthusiastic

global citizens, all of which bodes well for their giving support and leadership in the achieving of a sustainable and cohesive future on our island and a harmonious existence on this, our vulnerable planet.’

A sample of just some of the excellent projects visited by TUI’s Education/Research Officer David Duffy is set out here.

NeuroLingo: A mobile app for the self-management of stuttering

Greystones Community College

Ruairi Farrell (principal), Oisin Ward, Rebecca Wray (teacher)



How do different fertilisers affect microorganisms

Castlecomer Community School

Kian Thunder, Aidan Flaherty, Niall Wilson

Menstrual vs Mental Health

Castlecomer Community School

Ava Murphy, Clodagh Comerford



P.A.T. – A Prescription Administration Technology

Borrisokane Community College

Kate Muehlhausen, Lily O'Neill, Jacqueline Hayes (teacher)



Enhancing Data Security in AI Training using Zero-Knowledge Proofs for Secure Methodology Development

Celbridge Community School

Zita Murphy (teacher), Addison Care

Can Delta Wave induction techniques improve sporting performance?

Cashel Community School

Emma Brosnan, Mary-Ellen Holmes



Fás Plandaí: an é truaillú an miniú?

Gaelcholáiste na Mara

Dannie Doyle, Cian Byrne, Nicholas Maxwell

Branch Officer Training 2025

The TUI's national Branch Officer training took place at the Clayton Hotel, Galway on Thursday 16th and Friday, 17th January. The event, which was attended by 120 Branch Officers, covered a wide range of important areas.

On Thursday, General Secretary Michael Gillespie and Honorary Secretary Anne Meagher introduced the event, followed by a presentation from Assistant General Secretaries John O' Reilly and Eoin Griffin on negotiations and industrial relations in the education sector.

On Friday morning, dispute resolution specialist Brendan Cunningham gave an overview of the grievance procedure and the use of conciliation and mediation, and this was followed by a session on the strengths and weaknesses of Annual Congress, which was facilitated by Assistant General Secretary Joanne Irwin and Deputy General Secretary Annette Dolan.

High-performance consultant and former TUI member Ian Byrne spoke about building resilience in the Branch Officer role, while experienced trade union official Moira Murphy presented on union organisation and recruitment.

Assistant General Secretaries Liz Farrell and Anne Mulcahy gave an overview of the role of branch officers in the TUI before a final session from Executive Committee members Joanne Donaghy, Shane O' Rourke and Anthony Dowling examined the organisation of the various TUI areas and the differing challenges of dealing with single and multiple employers.

Importantly, delegates also had the opportunity to meet colleagues from other branches and sectors in the conference's social events.

Feedback from delegates made clear that they found the event of significant value in terms of supporting their various branch roles.



ANNE MEAGHER AND MICHAEL GILLESPIE



BRENDAN CUNNINGHAM





An Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG)

An Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG): ag freastal ar riachtanais oideachais na scoileanna Gaeltachta agus na scoileanna lán-Ghaeilge chomh maith le tacú le múineadh na Gaeilge i scoileanna lán-Ghaeilge agus lán-Bhéarla freisin.

Cúlra

Bunaíodh COGG atá faoi choimirce na Roinne Oideachais in 2002. Áirítear lena shainchúram; soláthar téacsleabhar, acmhainní agus seirbhísí trí Ghaeilge do scoileanna, maoiniú agus éascú taighde ar gach ábhar gaolmhar agus soláthar comhairle agus faisnéise don Aire Oideachais agus don Chomhairle Náisiúnta Curaclaim agus Measúnachta ar oideachas trí mheán na Gaeilge agus ar mhúineadh na Gaeilge. Díreimid ar roinnt tionscadal ar leith atá á fhorbairt ag COGG faoi láthair chun críocha an ailt seo.

Tairseach COGG

Ardán digiteach ar líne atá ann ar cuireadh tús leis i 2020, tiomnaithe do sholáthar acmhainní ilmhódacha do mhúineadh trí Ghaeilge agus múineadh na Gaeilge ag leibhéil bunscoile agus iar-bhunscoile. Tá breis agus 2,500 acmhainn cruthaithe ag múinteoirí do mhúinteoirí ar fáil ar an Tairseach anois. Táthar ag súil go méadófar go suntasach leithead, raon agus líon na n-acmhainní i ngach ábhar sna blianta amach romhainn.

Club Leabhar COGG

In 2023, bunaíodh clubanna léitheoireachta i mbreis agus 20 bunscoil agus iar-bhunscoil ar bhonn píolótach. Ba é an aidhm ná léitheoireacht i nGaeilge a spreagadh agus a thacú le haghaidh taitneamhachta agus chun tacú le sealbhú na Gaeilge do fhoghlaimoirí agus do chainteoirí dúchais chun a gcuid scileanna teanga a leathnú agus a shuibhriú. Rinne taighdeoirí ó Choláiste Oideachais Mhuire gan Smál taighde (atá foilsithe ar shuíomh gréasáin COGG) ar na clubanna léitheoireachta in 2024.

Tá breis agus 50 scoil páirteach sa scéim rathúil seo anois le liosta feithimh do 2025.

Is iomaí taca a chuirtear ar fáil do scoileanna atá rannpháirteach sa scéim lena n-áirítear sraith leabhar i seánraí éagsúla, leabhair ghníomhaíochta, cuairteanna scoile ó údair na saothar mar aon le deontas chun cabhrú le riaradh an gClubanna Leabhar i scoileanna.

Deiseanna Gairmeacha le Gaeilge

Is iomaí deis atá ar fáil do mhic léinn agus do dhaoine óga, sa bhaile agus thar lear, má bhíonn siad in ann Gaeilge chomh maith le Béarla agus teangacha eile a labhairt. Chun na buntáistí iomadúla a bhaineann le Gaeilge a léiriú do mhic léinn agus do dhaoine óga atá ag tabhairt faoi chúrsaí tríú leibhéil nó gairmeacha le Gaeilge, tá acmhainn chuimsitheach tharraingteach forbartha ag COGG chun tacú le Comhairleoirí Treorach, múinteoirí Gaeilge agus mic léinn. Ní hamháin go dtugtar léargas den scoth ar ghairmeacha éagsúla le Gaeilge san acmhainn seo ach roinntear sonraí luachmhara freisin faoin iliomad cúrsaí tríú leibhéil, deiseanna breisoideachais, printísigh, sparánachtaí, scoláireachtaí, deontais agus scéimeanna cónaithe.

Fóram Feasa

Is tionscnamh ceannródaíoch líonraithe agus pobail chleachtais é Fóram Feasa do mhúinteoirí in iar-bhunscoileanna lán-Ghaeilge, arna sholáthar go bródúil ag Bord Oideachais agus Oiliúna na hÉireann agus COGG. Tá áthas orainn a fhógairt go bhfuil Fóram Feasa ag obair i gcomhpháirt le hIonad Tacaíochta Oideachais Luimnigh agus is féidir le múinteoirí agus ceannairí scoile clárú do na ceardlanna ag: www.lec.ie

Breis eolais ar fáil anseo: www.cogg.ie agus www.tairseachcogg.ie

This article was written by and submitted by COGG.



Breast Health Awareness Programme for TUI members

The TUI has teamed up with Cornmarket and Breast Cancer Ireland to deliver a free Breast Health Awareness & Education Programme for all TUI members. To find out more visit www.cornmarket.ie/tui-breast-health-programme or to register your interest, email tui@bciresearch.ie

As part of the ongoing programme, a Q&A with Prof Arnold Hill, Consultant Breast Surgeon and Chairman of Breast Cancer Ireland is set out below.



Breast Health Q & A

1. How often should I do a self-check?

You should check your breasts once a month to know what is normal for you. This will help you recognise an abnormality if one occurs. For women who are pre-menopausal, generally a week to 10 days after your period is the best time. If you are post-menopausal, just pick the same day each month. It is important for all women to check their breasts monthly from teenage years throughout adulthood, whatever your family history, age or risk status, make sure you make time for a monthly check.

2. What should I look out for?

Knowing what is normal for you is the first step to recognising an abnormality. Stand in front of the mirror and look at the skin of your breasts with your hands on your hips, and then raising your hands above your head. This will help you recognise any skin changes or puckering that a lump in the breast may cause. Look for any changes to your nipples, any discharge or new inversion of a nipple. This visual inspection of your breasts is just as important as palpation your breasts and any changes should be checked by your GP. When examining your breasts, feel for any new lumps, thickened areas or swelling that is unusual for you and follow the breast self-examination video and breast cancer Ireland's breast aware to help you with your technique of self-examination. Download the Breast Cancer Ireland App to schedule discrete monthly reminders along with a useful step-by-step simulated video.

3. If I notice something unusual, what should I do next?

Firstly, do not panic. There are a large

number of benign lumps that can occur in the breast. 9 out of 10 women I see in my practice do not have a cancer diagnosis and although breast cancer is one of the more common cancers in women, if you notice a change, this does not mean you have breast cancer. The first step is to visit your GP who will examine your breasts and decide what steps to take in next.

4. If the GP deems further investigation is required, what happens next?

If your GP feels it is necessary they will refer you to one of the 8 breast cancer centres in Ireland for further evaluation. It is important to attend one of the 8 centres as there are breast surgeons, radiologists, pathologists and nursing staff who specialise in breast care and can provide the best evidence-based care.

5. What can I expect if I'm referred for further tests?

If you are referred for further tests by your GP, you will most likely attend a triple assessment clinic in one of the 8 breast centres. In this clinic, you will be seen first by a doctor who will take a focused medical history from you and do a clinical examination. If you have a family history of breast cancer it is useful to have this information to hand, usually the type of relative and the age they were diagnosed. Where appropriate your doctor will then send you for some breast imaging, which would be a mammogram and ultrasound of the abnormal area. The radiologist may take a biopsy of this on the same day.

6. Will tests differ depending on my age?

In general, mammograms are performed

on women over the age of 35. Due to the nature of younger breast tissue, abnormalities are not as easily visualised on a mammogram in younger women so an ultrasound may be performed. If you do have an abnormality your doctor may decide to do both as they complement each other when diagnosing breast disease, both benign and cancerous.

7. What kind of a "wait time" could I expect for tests?

For some patients these tests are done on the same day where possible and when deemed clinically appropriate by your breast surgeon. If you don't have your tests done on the same day, your doctor will be able to reassure you and you will be called for your mammogram in the coming weeks.

8. I'm very anxious at medical appointments and sometimes forget to ask questions. Am I allowed have a friend or family member attend appointments for support?

Absolutely! It is always very useful to have somebody with you to ask questions, take in the information from your doctor or nurse and to be a support at this stressful time.

9. Do you have any tips for coping while waiting for medical results or going through cancer treatment?

Waiting for results and not knowing what lies ahead in the future can be very difficult. It is important to try and continue to do the things that you like, whether it be exercise, meeting with friends or even working! Be good to yourself and use the support of family and friends around you. Your breast care nurse can also give you some information on local support groups that can help you during this difficult time.

Snow fails to dampen enthusiasm of delegates at very successful PDA Annual Conference



VIVIENNE HOGAN AND MICHAEL BEHAN WITH TUI GENERAL SECRETARY MICHEAL GILLESPIE

The 2024 Principals' and Deputy Principals' Association (PDA) Annual Conference took place from the 20th to the 22nd of November in the splendid setting of Knockranny House Hotel, Westport overlooking the snowcapped Croagh Patrick. A large number of delegates from right across the country had the opportunity to network and engage with a variety of learning experiences over the two and half days of conference. Attendance was impacted by an unusually heavy snowfall, but this failed to dampen the enthusiasm of delegates.

The conference got off to a lively start on Wednesday evening with a presentation by All Ireland winning football star Cora Staunton. A particular focus of her talk was linked to the encouragement of girls to remain involved in sport through their teenage years.

Day 2 of the conference started with opening remarks and a welcome from Tom Grady, Chief Executive of Mayo Sligo Leitrim ETB. This was followed by three presentations and a facilitated discussion. First off was Deputy Chief Inspector Gary O' Donnchadha on themes related to quality assurance and school self evaluation followed by ETBI Education Research Officer Joan Russell who shared some initial findings of her research on teacher perspectives on teacher professional learning. Dr Anthony Malone of the education department at Maynooth University

presented on leading teacher professional learning in the context of Cosán. All three presenters went on to contribute to a panel discussion which was facilitated by Paul Fields, Director of Schools at ETBI.

The Thursday afternoon sessions commenced with PDA President Michael Murphy's address. He explored many of the key issues facing delegates in their roles as school leaders, referring to some stark findings which emerged from a recent PDA/TUI survey on the challenges of teacher recruitment. The TUI Forum followed his address. This forum is a key feature of Annual Conference which presents delegates with an opportunity to hear from and engage with the TUI leadership. The TUI President David Waters and General Secretary Michael Gillespie addressed some of the current issues in education and responded to questions from the floor.

Thursday continued with a presentation by Deirdre Finlay, Head of Sectoral Programmes in Education and Training at Léargas. Delegates heard from Deirdre about the many exchange programmes and opportunities available in Europe for schools and colleges. The final presentation of the evening was delivered by Dr Kevin Marshall, Head of Education at Microsoft Ireland and his colleague Russell Kane. Delegates were introduced to the Microsoft Dream Space educational approach which Dr Marshall sees as a potential catalyst for change in how technology can enhance education at a time when educators must consider how AI can be deployed in a productive and ethical way.

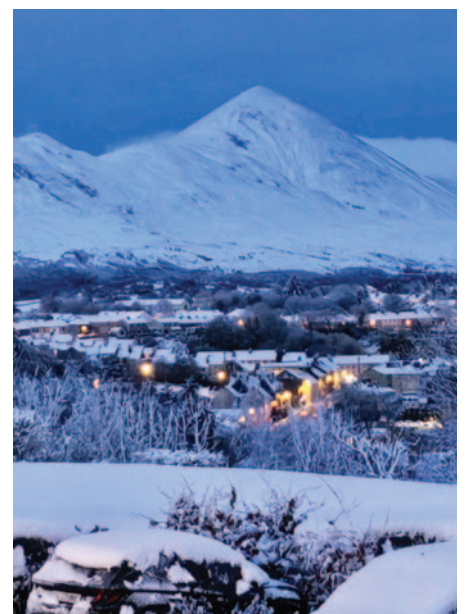
The final day of conference saw an interesting presentation by Richard Egan. Richard is Assistant Professor and head of school placement for the PME Post-Primary at Hibernia College. He shared the findings of research which explored the role and professional learning needs of co-operating teachers



TUI PRESIDENT DAVID WATERS WITH PDA PRESIDENT MICHAEL MURPHY

(Treoraithe).

The final keynote presentation for conference 2024 featured Johnny Cooper, the former Dublin footballer, who is now a director in Steering Point Advisory, working with various organisations, teams, leaders and elite performers. In a presentation that featured an evocative set of images Johnny shared his thinking on organisational success built on culture, leadership, and teamwork, leaving lots of things to consider as a highly successful conference ended.



Annual Congress 2025

22nd – 24th April 2025

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

Full details have issued to branches.

Keep an eye on www.tui.ie for updates



Claiming Flat Rate Expense (FRE) allowances

The FRE regime is operated by Revenue.

The regime is for expenses that 'are wholly, exclusively and necessarily incurred in the performance of the duties of the office or employment by the employee concerned and that such expenses are not reimbursed by his or her employer.'

Revenue has written to TUI to inform the Union that that members who qualify for an FRE allowance may continue to benefit from that allowance in 2025.



What do members need to do?

Employees who are entitled to an FRE allowance will be required to submit a claim each year in order to benefit from an FRE allowance. The quickest and easiest way to claim an FRE allowance is to use Revenue's online service, myAccount:

- Using the PAYE Services tab in myAccount, PAYE taxpayers can claim the FRE allowance in the current tax year. When an FRE allowance is claimed in year, the relevant allowance is included on an amended Tax Credit Certificate ("TCC") and the benefit of the allowance is made through payroll.

- Alternatively, PAYE taxpayers can claim the FRE allowance for previous tax years by completing an annual Income Tax return in myAccount.

Detailed guidance on how to make a claim, both in year and out of year are available on the Revenue website.

Rate of FRE allowances

Details of the FRE rates for years up to and including 2025 are available on the Revenue website -

<https://www.revenue.ie/en/personal-tax-credits-reliefs-and-exemptions/documents/flat-rate-expenses.pdf>

Further guidance on the FRE regime is available at the following links:

- Revenue website - <https://www.revenue.ie/en/personal-tax-credits-reliefs-and-exemptions/income-and-employment/flat-rate-expenses/index.aspx>
- Tax and Duty Manual Part 05-02-20: <https://www.revenue.ie/en/tax-professionals/tdm/income-tax-capital-gains-tax-corporation-tax/part-05/05-02-20.pdf>

School closures - payment of substitute teachers

Further to queries regarding the payment of substitutes when schools are closed due to inclement weather, the TUI sought clarification and assurances from the Department that such members could not be penalised for being unable to attend work when schools were closed due to the

inclement weather. They issued the clarification below which has also been posted on the OLCS System headlines.

Please note where schools have been required to close due to weather conditions all substitute teachers/SNAs

who had been contracted or scheduled to work on these days will be paid as normal. Schools should continue to record scheduled leave absences and substitution claims as usual.

TUI's Global Development Fund – assisting critically important educational, developmental and trade union programmes 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 list of the projects that received funding for 2025 is set out below.

- **Nepal Leprosy Trust projects**
- **Kate Lynch Scholarship Fund, Tanzania**
- **Youth Alive, Zimbabwe**
- **Bukas Foundation, Tagaytay, Philippines**
- **PEPY – Siem Reap, Cambodia**
- **Sierra Leone Ireland Partnership**
- **See Beyond Borders, Cambodia**
- **Sekamaneng LECSA School, Lesotho and South Africa**
- **Schools and Health Foundation – benefiting projects in locations including Sierra Leone, Liberia and Cameroon**
- **The Holy Union Sisters of Mbagala, Dar es Salaam, Tanzania**
- **Project in Sangha Village, Pays Dogon, Mali**
- **Volunteer Missionary Movement, Kitale, Kenya**
- **Franciscan Sisters Minoress Mission, Kwa Zulu-Natal, South Africa**
- **Self Help Africa**
- **Haranbee Scholarship, Mukuru, Nairobi, Kenya**
- **Hebron International Resource Network (HIRN), Palestine**



Teaching Council updates

The following updates have been provided by the Teaching Council

FREE access to an 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 materials in order to enhance education research, thereby supporting teachers' professional learning. We have recently upgraded to an enhanced repository, gaining even greater access to extensive journals, ebooks and articles to support your professional learning journey. **Registered teachers can access the online library by logging into their My Registration account via the Teaching Council website.**

Renewals

Application for renewal of registration can be made online via your My Registration account on the Teaching Council website. Please ensure that you update your personal contact information and provide any missing data such as postcodes and mobile phone numbers. Further information can be found on the Registration Renewal/My Registration section of the Teaching Council website.

Expiring Conditions on your Registration

If you are reaching the expiration date of your registration with condition(s), you are required to submit evidence that you have addressed the condition(s). If you have not been in a position to address the condition(s) you must apply for an extension of time. If you intend to apply for an extension of time to comply with the condition(s) 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 login/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.

Droichead

Please note that the last day to register to commence Droichead in the 2024/2025 school year is Wednesday, 12 March 2025. Applications must be received before 5:00 pm on that day. On completion of the process, NQTs should ensure that they have all required information and documentation before they submit their online Form D via their My Registration account. Registration for Droichead will re-open on the first week of September for the 2025/2026 school year.

Re-vetting

The Teaching Council invites teachers who hold a National Vetting Bureau (NVB) disclosure which is more than three years old to apply for re-vetting on a rotational basis.

Re-vetting is a two-stage process:

- Stage 1: If you received an invitation to apply for re-vetting, we ask that you commence this process as soon as possible by logging onto your My Registration account and uploading your proof of identification documents. The Council will check your application and identification documents and once all is in order your application will be submitted to the NVB.
- Stage 2: The NVB will then email you a link to the NVB online e-vetting application form. You have 30 days to complete the form from the date you receive it. Please remember that when completing the NVB form you must include all your addresses from birth to the present, including all addresses where you resided outside of the Republic of Ireland (ROI).

Please note that your registration may be delayed if you do not include all your addresses, including addresses outside of ROI when completing the NVB online application. Information about re-vetting can be found on the Teaching Council website.

Access your vetting disclosure through your My Registration account

The Teaching Council has enhanced its online services for vetting. Teachers can now access their vetting disclosure (vetting result) through their My Registration account.

This additional functionality is now available and brings a more efficient and user-friendly service for teachers in accessing, viewing and sharing their vetting disclosures.

Please read the Vetting FAQs and Accessing your disclosure pages of the website for further information.

Féilte Bursary Scheme

The winners of the Teaching Council's Féilte bursary scheme will be announced in early February. A total of €100,000 will be paid to schools in bursaries of €2,000, €3,000 and €5,000.

The Féilte bursary scheme is designed to support professional collaboration and knowledge sharing amongst teachers and schools.

Follow us on X, Instagram or LinkedIn where the winners will be announced!

Contact details for the Teaching Council:

01 6517900

Info@teachingcouncil.ie



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

Are you due a Tax Refund?

With your first payslip of 2025 having been received in January, the changes announced back in October for Budget 2025 will have taken effect. These changes to Tax, USC and PRSI will see a single person earning over €44,000 per annum taking home an additional €28 per fortnight.

However, there are bigger gains to be made by ensuring that you are claiming all the tax reliefs that are available to you. Statistics will show you that over 80% of taxpayers overpay their taxes every year by more than €1,000.

Now that 2024 is behind us, why not calculate your refund? Remember, you can also go back up to four years. Therefore, 2021 is currently the oldest year you can submit a claim for.

Below are just some of the tax reliefs and allowances available to you:

- Health Expenses
- Teachers Flat Rate Expenses
- Pension and/or Income Protection contribution
- College Fees
- Changes in your personal circumstances
- Home Carer Credit
- Dependant Relative Credit
- Mortgage Interest Credit
- Rent Credit

TUI have partnered with Tax Return Pro in providing discounted Income Tax Return and Tax Advice services to our members. Through Damian Wilson, Tax Return Pro have been providing similar services to public and private sector employees for over 20 years.

To calculate your refund visit www.TaxReturnPro.ie and complete the simple checklist. This is a **No Refund No Fee** commission-based service for TUI members, who receive a discounted rate of 6.5% (+ VAT) if you use your exclusive code **"TUI"**.

Tax Return PRO.

Should you have any queries on this service or require assistance with any other aspect of your taxes such as Self-Assessment, CGT, Gift/Inheritance Tax etc. you can email hello@taxreturnpro.ie for a **FREE** consultation as part of your TUI membership.



TUI IN THE

TUI has been active in the national and regional media on a number of key issues.

Usage of AI in assessments for State certification purposes

The TUI expressed serious concerns around the usage of AI in additional assessment components for State certification purposes. General Secretary Michael Gillespie was interviewed on RTE's News at One, Newstalk's Breakfast programme and Today FM's Last Word on 5th December.

In the Irish Examiner, the TUI stated that 'the impact of AI on the integrity of additional assessment components for state certification must also be seriously considered,' adding that concerns regarding the new project work and AI was 'one of the reasons' why the TUI had called for a delay in the implementation of the overhaul of the senior cycle.

In the Sunday Independent on 19th January, Michael Gillespie said that 'the big worry for teachers is that the research projects won't test anything because of AI, they'll be commonly marked and students will do very well in them. As a consequence the 60pc exam will become the only differentiation between students, so instead of reducing stress, we'll have heightened it.'

 **Irish Examiner**  **RTE**  **TODAY fm**  **newSTALK**

Appointment of new ministers – range of urgent issues to be addressed

'The appointments come at a time when the recruitment and retention crisis amongst teachers is worsening, and schools are experiencing unprecedented difficulties' filling vacancies,' Michael Gillespie said in the Irish Examiner on 24th January

At third level, investment is 'lagging behind', he added. As a result, the ratio of students to lecturers has been 'consistently and unacceptably higher than international norms. This is a shameful and unacceptable legacy of a refusal at political level to address the sector's funding crisis in any meaningful way. The new Government must commit to a long-term, sustainable funding model for the Technological University and Institute of Technology sector.'

The TUI has also called for a delay in rolling out Senior Cycle redevelopment. Mr Gillespie said: 'There is far too much at stake for this not to be done properly.'

 **Irish Examiner**



MEDIA

Overwhelming ballot for industrial action from TUI members in ETB sector

ETB staff vote in favour of industrial action – RTE, 25th November

'The overwhelming mandate given to the union by our members in ETBs for industrial action, up to and including strike action, shows the depth of feeling on the unilateral changes that certain managements have sought to impose across the sector,' said TUI President David Waters.

'As always, we are prepared to resolve the issues of concern through active negotiation but, should that not prove possible, we stand equally prepared to take effective, escalating industrial action as directed by the union's Executive Committee,' Mr Waters said.

RTE

Failure to recognise incremental credit for non-EU teaching experience

TUI member Stephen McGrath, who previously taught in the United Arab Emirates (UAE), outlined in an Irish Examiner case study on 17th November that non-EU classroom experience is often not reflected in pay when teachers return to Ireland.

TUI General Secretary Michael Gillespie discussed what needs to be done to encourage Irish teachers working abroad in returning home on Newstalk's Breakfast programme on 15th November.

In the Irish Times on the same day, he said that '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.'

newSTALK THE IRISH TIMES



DAVID WATERS
President, Teachers' Union of Ireland

Lunchtime protests over Senior Cycle Redevelopment concerns

The nationwide lunchtime protests held outside second level schools on 19th November over serious concerns around elements of Senior Cycle redevelopment were widely covered in the media.

TUI President David Waters was interviewed outside Coolmine Community School in Dublin and TUI members in Tubbercurry Community School were interviewed about the Senior Cycle protest on RTE's 9 News on 19th November. There was also extensive regional media coverage of the protest.

RTE

Update on Curriculum Development – Senior Cycle and Junior Cycle

In Ireland, the power to prescribe the curriculum is within the legal power of the Minister for Education under the Education Act 1998. However, prior to the Minister doing so, extensive work is carried out by the National Council for Curriculum and Assessment (NCCA). An extensive range of stakeholders are represented on the NCCA including the teacher unions and management bodies. The last few months have seen a number of developments of interest to TUI members.

Senior Cycle Developments

The Teachers' Union of Ireland (TUI) continues to engage with the Department of Education and its aegis bodies in relation to Senior Cycle redevelopment. The TUI has repeatedly drawn attention to the need for resources and professional time in order to ensure that the system can deliver Senior Cycle reform, especially in the context of the teacher recruitment and retention crisis and the shameful underinvestment in education over many years.

As you will be aware, members of the TUI and the ASTI held a joint lunchtime protest in November over their serious concerns around the accelerated pace of the redevelopment programme.

The Union has said that it will continue to engage in a meaningful, professional way with the ongoing redevelopment process in the hope that necessary time and resources will be brought forward.

The Union has also stated that any changes to the current model must be educationally sound, must retain the public's high level of trust and must not add to the workload of teachers.

Throughout its involvement with the

process to date, the TUI has emphasised the need for positive improvement in Senior Cycle whilst also ensuring that widely recognised existing strengths such as the high level of trust in state certification, as acknowledged by the Minister, are maintained.

Ongoing Senior Cycle curriculum development work

Tranche 1 subjects will be introduced to the curriculum for all schools from 2025 and are set out here:

Tranche 1 subjects

Ancient Greek

Arabic

Biology

Business

Chemistry

Climate Action and Sustainable Development

Drama, Film and Theatre Studies

Latin

Physics

Tranche 2 subjects will be introduced to the curriculum for all schools from 2026 and are set out here:

Tranche 2 subjects

Accounting

Construction Studies

Engineering

English

Geography

LCVP Link Modules

Physical Education

Tranche 3 subjects will be introduced to the curriculum for all schools from 2027 and are set out here:

Tranche 3 subjects

Agricultural Science

Computer Science

Design and Communications Graphics

History

Home Economics

Mathematics

Music

Physics and Chemistry

Tranche 4 subjects will be introduced to the curriculum for all schools in 2028 and are set out here:

Tranche 4 subjects

Art

Economics

French

Gaeilge

German

Italian

Politics and Society

Spanish

Technology

Tranche 5 subjects will be introduced to the curriculum for all schools in 2029 and are set out here:

Tranche 5 subjects

Applied Mathematics

Classical Studies

Japanese

Lithuanian

Mandarin Chinese

Polish

Portuguese

Religious Education

Russian

Tranche 1 subjects: Specifications for all Tranche 1 subjects have been approved by the Minister and, as it stands, are due to be implemented in September 2025. TUI has called for a delay in the implementation to ensure that the required resources are in place and to ensure that the redevelopment is educationally sound. CPD has commenced and resources such as sample papers will be forthcoming. AAC guidelines have issued. However, the TUI remains concerned that some Tranche 1 subjects have not received dedicated additional resources to support implementation. The TUI would however like to acknowledge that resources have been provided for five of the Tranche 1 subjects.

Gaeilge: A development group had been nearing completion of work on a revised specification for Leaving Certificate Irish. However, work has been paused for a number of reasons. It is unclear when work will resume.

Tranche 2 and 3 subjects: Work has commenced on Tranche 2 and 3 subjects. The NCCA is currently involved in consultation on the Tranche 3 background papers. The TUI would like to strongly encourage members to get involved in these consultations as it is vitally important that teacher voice be heard as part of the consultation process. The consultation process can be accessed through the NCCA website.

Tranche 4 and 5 subjects: At the time of writing it looks likely that work will commence on curriculum development in these areas in late 2025 and late 2026 respectively.

Senior Cycle programmes for students with SEN: The NCCA recently launched a consultation process on a range of Level 1 and Level 2 programmes for SEN students in Senior Cycle. As always, the TUI strongly encourages members to get involved in these consultations as it is vitally important that teacher voice be heard as part of the process. The consultation process can be accessed through the NCCA website.

Junior Cycle Developments

The NCCA commissioned the University of Limerick to carry out a mixed methods, multi-dimensional research study on the implementation and impact of the introduction of the Framework for Junior Cycle in schools. The TUI has supported the research. Four interim reports have been published thus far and can be accessed on the NCCA's website. At the time of writing it looks likely that the fifth and final report will be published during 2025.

Work is ongoing and/or recently completed on initial reviews of a significant number of Junior Cycle subjects. Work on the initial reviews had been slower than original planned due to COVID-19 disruption in schools and a desire not to put added pressure on schools at this time. Work is now accelerating. The NCCA is currently conducting an early enactment review of the Junior Cycle subjects Applied Technology, Wood Technology, Engineering, Graphics, Religious Education, Jewish Studies and Classics (Phase 5). As usual, the TUI would like to strongly encourage members to get involved in these consultations as it is vitally important that teacher voice be heard as part of the consultation process. The consultation process can be accessed through the NCCA website.

Cross Curricular

The NCCA intends to soon commence development work on a Senior Cycle module in Irish Sign Language. This is likely to build on existing working in the area in Leaving Certificate Applied.

Thanks

The TUI would like to take this opportunity to again acknowledge the exceptional work carried out, voluntarily, by our many representatives on NCCA boards and committees.

TUI Retired Members Association

RETIRED or RETIRING?

The best way to protect your future is
to get involved in securing it!

Joining is simple - visit the RMA Website:

www.rmatui.ie

and fill out the online application form

or contact Majella O'Neill, Membership Officer,
at rmamember@tuimail.ie or 087 7634710

MEMBERSHIP ONLY COSTS €25 p.a. and YOUR FIRST YEAR IS FREE



RMA News

The Retired Members' Association (RMA) has completed another successful year representing the interests of those who have given long service to the Irish education system. The association's AGM was held in May in Athlone, and Secretary Dan Keane stepped down after providing exceptional service to members for many years. Seamus Lahart has taken over the vacant position. We are indebted to Dan – thanks for everything!

TUI President David Waters and Assistant General Secretary Liz Farrell addressed the AGM. As a key issue, maintaining the link between current pay and pension remains a primary concern for retired members, as it should be for those still teaching.

Michael McNulty continues his role as Chairperson, Tim O Meara continues to preside over RMA finances prudently and Majella O'Neill continues her work looking after our membership. Mark Jordan has developed and maintains a very informative RMA website, which can be accessed at www.rmatui.ie. Mary Lane Heneghan is busy as ever organising cultural and social outings for our members.

Upcoming social events, both national and international

The 2025 spring break will take place at the Ardilaun Hotel, Galway, on 25th, 26th and 27th March. See the website for full details!

Also, it was decided at the last RMA meeting that there will be a 5-night autumn break to Italy. It is hoped that the trip will take place in Lake Garda, Venice, and Verona. If you are interested in joining the significant numbers who have already expressed interest in this trip, please email Mary-Lane at marylaneheneghan@gmail.com

Branch structures

2024 saw ongoing work to sustain and develop our branch network. Branches are located around the country in the following areas. 1: Kildare, Carlow, Laois, Wicklow, 2: Roscommon, Longford, Westmeath, Offaly, 3: Cavan, Monaghan, Louth, Meath, 4: Wexford, Waterford, East Tipperary, Kilkenny, 5: Kerry, 6: Limerick Clare, West Tipperary, 7: Cork, 8: Galway, Mayo, 9: Sligo, Leitrim, 10: Donegal, 11: City of Dublin ETB Schools and Colleges, 12: Dublin & Dun Laoghaire ETB Schools and Colleges, 13: Dublin C & C Schools, 14: Dublin

Colleges – Third Level. Contact details are available on the website.

All RMA members are welcome to engage with their local branch. Congratulations to the South-East branch, which recently celebrated its 10th anniversary! Plans are in place to rejuvenate the county Mayo Branch, and a meeting will be held shortly with that aim.

Joining the RMA

Retired teachers, lecturers and tutors are welcome to join the RMA. This can be done in several ways.

- Log on to the RMA website and find details there (www.rmatui.ie)
- Make contact directly with the Membership Officer by emailing rmamember@tuimail.ie or call Majella O'Neill at 087 7634710

Please note that many TUI branches will pay their retired colleagues' first year of membership on retirement as a gesture of appreciation. Current RMA members are requested to contact newly retired colleagues from their former workplace and invite them to join us.

ESBS Pay and Pension update

Pension calculation has been transferred from individual employers to the NSSO (National Shared Services Office). To achieve this, 9,376 pensions had to be 'cleansed' to comply with the new uniform IT system, and at the time of writing, a minimal number had to be aligned with the new system. The work is reaching completion. Hopefully, with the new system,

all pension increases will accrue more efficiently.

The following are the salary increases due in 2025 under the Public Service Agreement 2024-2026:

- 1st March 2025, 2% will be added to annual salary
- 1st August 2025, an extra 1% will be added to annual salary

Retired members' pensions will be adjusted accordingly, and as already stated, the increase in pension should accrue efficiently.

TUI Annual Congress

TUI Annual Congress 2025 will be held in Wexford between 22nd – 24th April. As stated earlier, the RMA has proactively sought to promote the preservation of the link between pay and Pension. Retired members can attend their local TUI Branch meetings and advocate for this cause so that it will be discussed and prioritised at Congress.

Membership continues to grow.

Membership currently stands at almost 1,450, the highest it has ever been, with new members constantly joining. This number is spread throughout our 17 local branches, and new members are always welcome.

Again, we encourage any TUI members considering retirement to fill in the application forms available at pre-retirement courses or apply online through our website

Wishing you all the best for the remainder of 2025.

Seamus Lahart
TUI RMA Secretary



RMA MEMBERS AT PATRICK KAVANAGH CENTRE DURING AUTUMN BREAK TO CAVAN

Sponsored by



Congratulations to:

Vol 47 No 2 winner

**Siobhan Lynch,
Fingal Community College,
Swords, Co Dublin**

Crossword

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

Only one entry per member.
Photocopies can be submitted.

Name _____

Workplace _____

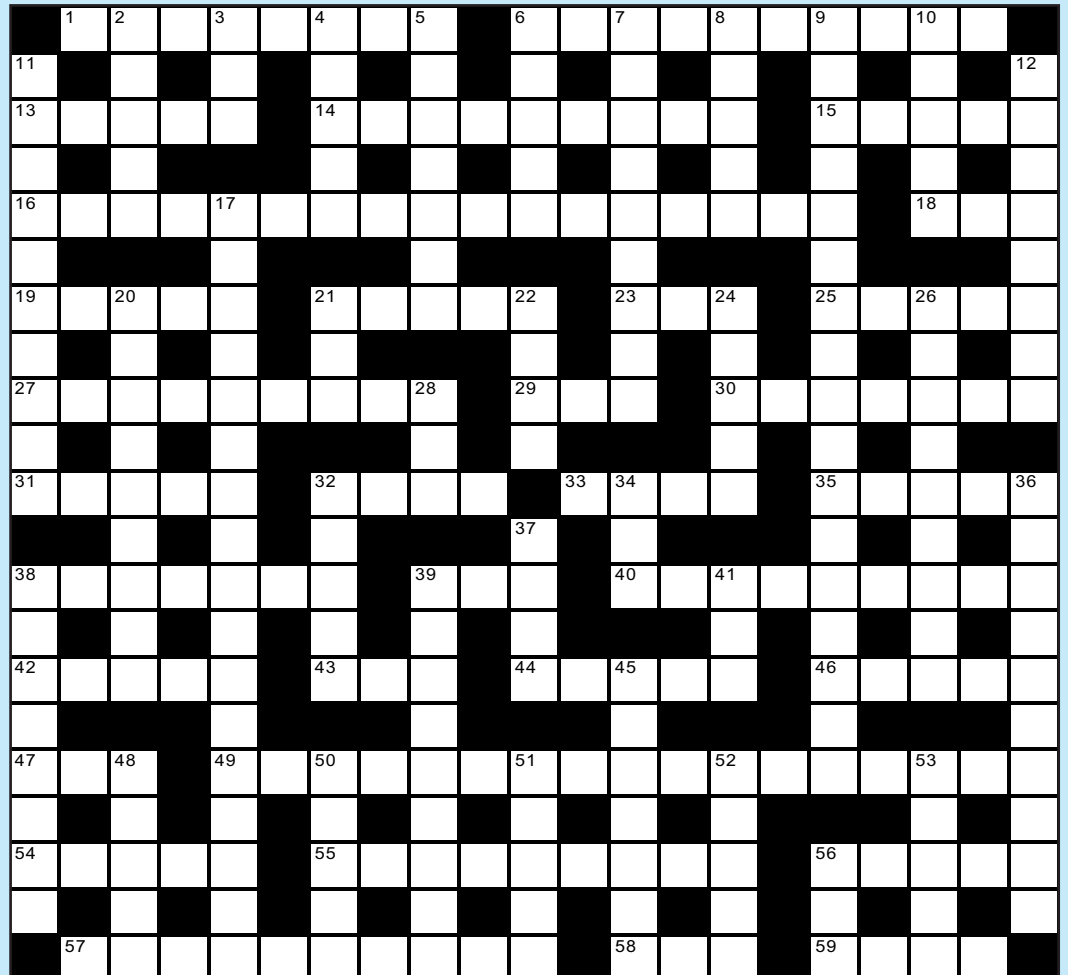
Address _____

Contact number _____

TUI Branch _____

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

Closing date for entries:
10th March, 2025.



ACROSS

- 1 Seized and controlled as by military invasion (8)
- 6 Give or provide in small portions (10)
- 13 To feel sadness eg following a death (5)
- 14 Relating to or of the nature of a legal trust (9)
- 15 A hereditary social class among Hindus; stratified according to ritual purity (5)
- 16 Someone who arranges features of the landscape or garden attractively (9,8)
- 18 Up to the present time (3)
- 19 The MK-17 was the first operational USAF weapon with this name (1-4)
- 21 A measuring instrument that sends out an acoustic pulse in water (5)
- 23 A unit of electrical resistance (3)
- 25 A U-shaped curve in a stream (5)
- 27 (of a patient, disease, or other condition) not given medical care (9)
- 29 Grandmother (3)
- 30 Feeling or showing an envious resentment of someone or their achievements (7)
- 31 A brief but vigorous fight (3-2)
- 32 A recreational facility including a swimming pool for water sports (4)
- 33 An open vessel with a handle and a spout for pouring (4)
- 35 Give qualities or abilities to (5)
- 38 The unit of measurement used for an eye prescription (US spelling) (7)
- 39 Tear or be torn violently (3)
- 40 Make (someone) dissatisfied, especially with people in

- authority or a system of control (9)
- 42 A diacritical mark (U-shaped) placed over a vowel to indicate a short sound (5)
- 43 Voracious snakelike marine or freshwater fishes (3)
- 44 Take up with the tongue (3,2)
- 46 Viscera and trimmings of a butchered animal often considered inedible by humans (5)
- 47 A period of time spent sleeping (3)
- 49 System used in transmitting messages over a distance electronically (17)
- 54 Sugar topping used to coat and decorate cakes (5)
- 55 Living or active in the absence of free oxygen (9)
- 56 A loop formed in a cord or rope by means of a slipknot (5)
- 57 In a way that is inclined to have, or characterised, by lascivious or lustful thoughts, desires etc (10)
- 58 Band on the ____ - 1973 Wings album (3)
- 59 Irish novelist ---- McInerney, winner of the Baileys Women's Prize for Fiction in 2016 (4)

DOWN

- 2 A vessel in which cream is agitated to separate butterfat from buttermilk (5)
- 3 A large vase that usually has a pedestal or feet (3)
- 4 (in a written document) below; further on. (5)
- 5 'in high -----', a feeling of intense indignation (7)
- 6 Russian country house (5)
- 7 A suspension and relaxation from an alert state or a state of readiness (5-4)
- 8 A synthetic silklike fabric (5)
- 9 NaHCO₃ (11,2,4)
- 10 Easily irritated or annoyed (5)

- 11 The hours just after midnight (5,5)
- 12 Planned urban communities created in rural or undeveloped areas (3,5)
- 17 Smilodon fatalis (5-7,5)
- 20 The stroke of an engine piston moving toward the crankshaft (9)
- 21 A drunk (3)
- 22 The natural outer covering of food (usually removed before eating) (4)
- 24 Of greater importance, stature or rank (5)
- 26 Having relatively wide rather than needlelike or scalelike leaves (9)
- 28 Father (3)
- 32 Above average in size, number, quantity, magnitude or extent (5)
- 34 A small mass of soft material (3)
- 36 Someone who spoils the pleasure of others (3,7)
- 37 A translucent mineral consisting of hydrated silica of variable colour; some varieties are used as gemstones (4)
- 38 Having a sophisticated charm (8)
- 39 Unwillingness to do something contrary to your custom (9)
- 41 Drink slowly, small mouthfuls at a time (3)
- 45 A craftsman who installs and repairs pipes and fixtures and appliances (7)
- 48 Earlier in time (5)
- 50 Go away from a place (5)
- 51 Offering fun and gaiety (5)
- 52 A member of the Quechuan people living in the Cuzco valley in Peru (5)
- 53 Material effigies that are worshipped (5)
- 56 No amount at all; something of no value or importance (3)