



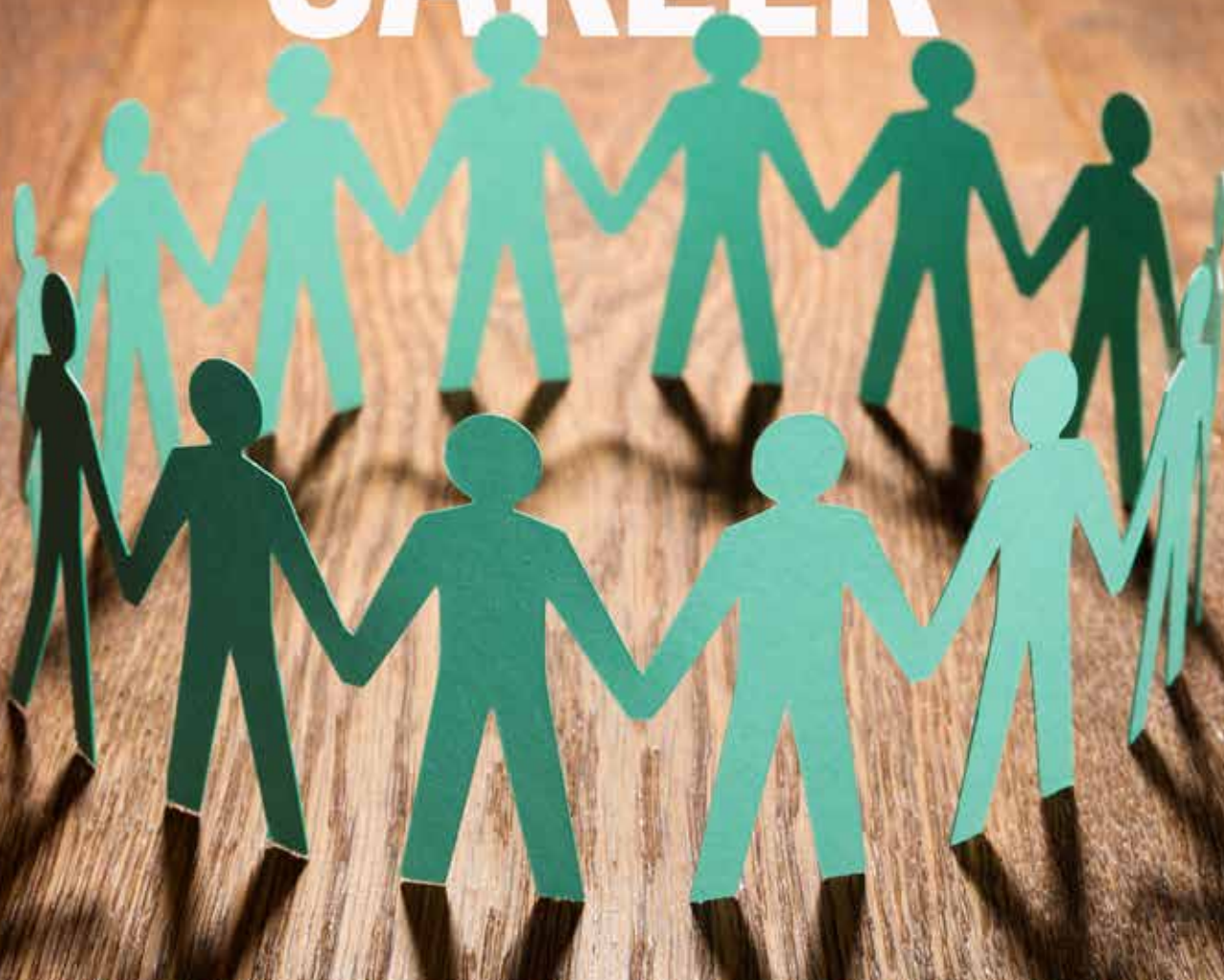
TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

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PROTECT YOUR CAREER



JOIN TUI TODAY

A Word from the President - Anthony Quinn

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A chairde, le bliain acadúil nua ag tosú, cuirim fáilte chroíúil ar ais roimh gach ball den Aontas Múinteoirí Éireann, agus fáilte Uí Cheallaigh roimh na múinteoirí, léachtóirí agus teagascóirí nua. Tá ár nAontas bunaithe ar an dlúthpháirtíocht, ar an daonlathas agus ar an meas frithpháirteach. Seasfaidh an AMÉ libh i gcónaí.

The challenges ahead

The beginning of a new academic year provides an opportunity to renew our purpose, but it also requires clarity about the challenges ahead. This edition of TUI News demonstrates the breadth of our Union, from practical guidance for new teachers and lecturers to curriculum reform, member training, climate action, the work of our Retired Members' Association and the continued defence of members' conditions.

New entrants

For new entrants, knowing your contract, salary point, working hours and access to representation is essential. Seek advice early, retain your records and become active in your workplace and branch structures.

Special Congress 'an important expression of democracy'

Our Special Congress in May was an important expression of TUI democracy. Delegates considered detailed proposals to modernise the Rule Book, with twenty-three of the twenty-four motions carried. The process confirmed that the authority of our Union derives from its members and that robust governance is essential to protecting our capacity to represent them, implement

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democratic decisions and act collectively when required.

Our collective capacity

That collective capacity will be tested in the period immediately ahead. Members delivering Senior Cycle will shortly be asked to vote in a national ballot arising from the Government's failure to pay the outstanding 1% pay increase agreed as part of the Senior Cycle reform measures contained within the SCRISM collective agreement. This payment is not an optional concession, nor is it a matter that can be postponed indefinitely. It is a negotiated commitment that formed part of the basis on which members agreed to co-operate with substantial reform and additional responsibilities.

TUI members have fulfilled their side of that agreement. They have engaged with revised specifications, professional development, new assessment arrangements and the implementation structures required by Senior Cycle redevelopment. Government must now fulfil its obligations. A collective agreement cannot operate on the basis that one party is expected to honour every commitment while the other selects which provisions it will implement. Such an approach damages trust, undermines collective bargaining and places future educational reform at risk.

I urge every eligible member to participate in the ballot, to read the material issued by the Union and to cast their vote. A

decisive turnout and a strong mandate will make clear that negotiated agreements must be respected in full. Our strength does not arise simply from the correctness of our case, it arises from members acting together. Payment of this 1% as a general round pay increase will strengthen the demand for our Further Education and Third Level members in their respective straight percentage pay increase claims.

Recruitment, retention and the housing crisis

Recruitment and retention also remain critical. The housing crisis is directly affecting our members and the education service. The survey reported in this issue found that 98% of renting teachers experienced serious difficulty securing accommodation locally, while three in four believed that housing pressures were adversely affecting students. Government cannot expect a stable education system while educators face unaffordable rents, insecure housing and unsustainable commuting.

Caithfimid ár gcoinníollacha oibre a chosaint go daingean. Bígí gníomhach in bhur n-ionaid oibre agus i bhur gcraobhacha, tacaíge lena chéile agus glacaíge páirt sa bhallóid. Le chéile, cosnóimid ár gceardchumann, ár ngairm agus todhchaí an oideachais phoiblí.



TUI PRESIDENT, ANTHONY QUINN

Is mise le meas,

Anthony Quinn

President,
Teachers' Union of Ireland

TUI Special Congress 2026: Members shape the Union's future

Delegates from across the country gathered at the Clayton Hotel, Burlington Road, Dublin, on Saturday, 9th May 2026, for a Special Congress of the TUI convened for one specific purpose: to consider proposed amendments to the TUI Rule Book.

The significance of the Special Congress, of course, extended well beyond constitutional changes as effective governance, underpinned by coherent, robust rules, is the foundation for every aspect of the Union's work.

Moreover, the willingness of members to engage with detailed, technical, constitutional matters reflects a strong commitment to maintaining the TUI's ethic as a progressive, effective, democratic and member-led organisation.

Opening remarks by TUI General Secretary

In his opening remarks to the Special Congress, General Secretary, Michael Gillespie, reminded delegates that the Union's Rule Book is a foundational document and represents, in effect, the contract between TUI and its members. It sets out "who we are, how we govern ourselves, how members exercise democratic control, how branches operate, how the Executive Committee carries out its responsibilities, how Congress makes decisions, and how the union protects members collectively and individually".

"A trade union is built on solidarity", he said, "but solidarity must have structure ... rules that members understand, that stand up to legal scrutiny and that protect the organisation when it acts as a trade union on behalf of its members - not least when we engage in industrial action".

He noted that, over time, education, the law, the regulatory environment, governance standards, the challenges facing TUI members and members' expectations of their trade union have all evolved and that the TUI

must respond to that reality. "When the world in which a union operates changes, the union must update its structures and its language to meet that world." A union of TUI's scope and scale with the concomitant levels of commitment, responsibility and challenge must have a Rule Book that is clear, modern, legally compliant, robust and fit for purpose.

He observed that the current Rule Book had not had a comprehensive review for many years but had been amended periodically through rule change motions to Annual Congress. Over time, some wording had become outdated, some provisions ambiguous, some rules essentially obsolete. The result is a Rule Book that, for all its merits, does not give the clarity or protection that the TUI and members need. "TUI's registered status as a trade union and the legal immunities and protections that allow us to take industrial action must be maintained, as must the democratic authority of Congress and the capacity of the Executive Committee to carry out decisions properly made".

He advised delegates that expert legal advice had guided the review, including advice to the effect that a Rule Book should not seek to set out every operational detail but should set out the fundamental democratic, legal and governance framework. Necessary processes and procedures should sit beside, not within, the Rule Book, as a complement to it. A Rule Book should provide stability; procedures should provide flexibility.

He reiterated that the proposed Rule Book does not seek opportunistic change or to alter the essential character of TUI; rather, it seeks to reinforce democratic participation. The objects of the Union, for example, are amplified to reflect TUI's evolving role and scope.

Referring to some other key elements of the motions to Special Congress, he stated that it is essential for a trade union to know who its members

are, who is in-benefit and who is out-of-benefit. Therefore, the TUI must maintain an accurate and up-to-date register of members - not as an administrative nicety but because it has profound legal and financial consequences.

By extension, membership and in-benefit status must have meaning and access to union services must rest on clear rules. That is why the proposed Rule Book gives greater clarity on categories of membership, eligibility for membership, admission to membership and cessation of membership.

The revised Rule Book also clarifies respective roles (of Congress, the Executive Committee, Trustees etc.). It deals with the procedures for Special Congress, the categories of Congress motions and related timelines. It both clarifies and strengthens the independence and responsibilities of the Standing Orders Committee.

Delegates were reminded that the proposed Rule Book, if approved by the Registrar of Friendly Societies, will remain a live document. If and when further changes are needed, rule change motions can be brought to Annual Congress in the normal way.

He set out the review process that culminated in the Special Congress. On behalf of the Executive Committee, former General Secretary, John MacGabhann, had been requested to undertake that review and to draft a proposed revised Rule Book for consideration by the Executive Committee.

This complex process was supported, informed and guided by legal advice of the highest quality.

When, early in 2026, the Executive Committee agreed the motions to be brought for consideration by Special Congress, an extended period of notice was provided to facilitate intensive consultation (including two online information sessions) with members/branches.

Special Congress - proceedings

At the Special Congress, debate was thoughtful, respectful and informed. Contributions highlighted the importance of ensuring that the Union's governance arrangements remain strong, transparent, democratic and responsive to the needs of a modern trade union. The TUI is indebted to everyone who attended.

Special thanks are due to the Standing Orders Committee whose focused work ensured that Special Congress ran smoothly, and to TUI Head Office staff for their work in organising the event.

Outcome – motions carried/rejected

Of the 24 motions debated, 23 were carried (overwhelmingly) and one defeated (also overwhelmingly).

It is important to note that as Motion 16 (relating to Branches) was defeated, the existing Rules relating to Branches (i.e. Section L of the July 2025 Rule Book), are retained, apart from Rule 79 which (in line with Motion 2, carried by the Special Congress) was relocated and appears as Rule 4 in the proposed Rule Book.

The other 9 rules of Section L (71 to 78, inclusive, and 80) are retained and now constitute Section M of the proposed Rule Book submitted to the Registrar.

Next steps

The proposed Rule Book, as approved by Special Congress, incorporating the motions carried and with rule numbers adjusted accordingly, is now subject to consideration by the Registrar of Friendly Societies. It is only if and when approved by the Registrar that it will become effective - from the date of such approval. Pending decision in that regard by the Registrar, the current Rule Book (July 2025) remains in effect.



Welcome to the profession!

We wish all new entrants to the profession the very best in their new career. To help you on your way, members of the TUI Executive Committee across the sectors offer some practical advice based on their own experiences.

Siobhán McCullagh

TUI Area 8 Representative

Crana College, Buncrana, Co Donegal



Well done and congratulations! Celebrate your achievement with your first pay packet, even if it is only something small. Treat yourself to something that marks the beginning of your teaching career and serves as a reminder of how far you have come. Years from now, it will remind you of this significant milestone and everything you achieved to get here.

The most important piece of advice I can give you is not to rely solely on emails for communication. Taking the time to chat with people and build relationships with staff across your school or centre will stand to you in the future. This is especially important when things get busy and you need camaraderie, support or simply a laugh to lighten the load and brighten the day. Teaching is a team sport, and working collaboratively is one of the most effective ways to succeed.

The most valuable resource available to you is your colleagues. The quick chats in the corridor, at the photocopier, while making a cup of tea, during supervision, at break times, or while attending extracurricular activities are invaluable. Take the time to get to know not only your teaching colleagues but also the SNAs, administrative staff and caretakers you will work with every day. These colleagues are often a wealth of knowledge, experience and practical support.

Don't be afraid to try new techniques, but avoid trying to replicate everything you see on social media. No teacher is using every strategy every day, and no teacher has every resource perfectly prepared. Teaching is a profession of continuous learning and development. Your practice will evolve over time as you gain experience and you will continue to refine your approaches year after year. Spend time getting to know your students and discovering what works best for them.

Finally, remember that there is a life outside of school. Teaching is a rewarding profession, but it can also be very demanding and it is easy to burn out if you do not make time for yourself. Make a conscious effort to recharge your batteries, pursue your interests and spend quality time with family and friends. Looking after your own well-being is not a luxury, it is essential. A rested and balanced teacher is better equipped to support their students and to enjoy teaching.

Good luck with the year ahead and remember that the first term is often the toughest and the longest. Pace yourself, be kind to yourself, celebrate the small wins along the way and most importantly, enjoy the adventure!

Les Begley

TUI Area 7 Representative

**Killorglin Pathways, Kerry College Killorglin Town
Campus, Co Kerry**



Firstly, congratulations on your appointment! Teaching is a profession like no other. It is such a rewarding profession, one where you get to inspire and shape the future lives of the students in front of you. Encouraging students and getting them to believe in their own abilities is key. Connect with your students, listen to them, work with them, not against them.

The chances are that you had a teacher that inspired you when you were a student. What was it about them that left a lasting impression on you? Was it their enthusiasm for their subject that was contagious? Was it that they were kind and approachable? Were they witty or funny? Be that teacher and you won't go far wrong.

It will be nerve-wracking the first day you walk into the classroom. You will make mistakes and that is okay. You will learn and find ways to improve. There will be administration duties that are necessary but don't let them get in the way of your core duty – to teach, to inspire, to encourage.

Connect with your fellow teachers, ask them for advice, learn from them. Don't feel that you have to know it all from the first day. There are some things that only become clear with experience so lean on your more experienced colleagues in the staffroom.

Join TUI! Seek out your school or centre rep in the first few weeks. Attend your branch meetings. You will learn as much there as in any CPD session, and you will make lifelong friends.

Be kind to your students. Share your knowledge and passion for your subject. Most of all enjoy the journey!

Nessa O'Meara

TUI Area 1 Representative

Coláiste Eoin, Hacketstown, Co Carlow



Starting out in teaching can feel like everyone else knows exactly what they are doing. The truth is, they don't! Teaching is a profession you grow into, and some of the best learning you will do will happen through the people around you, the classes that challenge you and even the days that don't quite go to plan.

My advice is to give yourself time. You do not need to volunteer for everything, have the perfect lesson every day or have all the answers. Get to know your colleagues, ask questions and find the people in your workplace who will support and encourage you. A good staffroom conversation can sometimes teach you more than any handbook.

Just as importantly, take the time to understand your own terms and conditions. Know your contract, check your salary point, understand the hours you are employed for and keep your own records. If you are unsure about something, ask. Good communication and asking questions early can often make things much easier. Being part of a union is also about being part of a professional community. TUI gives you access to advice, support and representation, but it also gives you a voice in the wider issues that shape education and your working life. Get to know your workplace representative, attend a branch meeting when you can and stay informed. You may never need individual support, but knowing that it is there and knowing that you are part of a collective voice for the profession is invaluable.

Finally, remember that the teacher you are in your first year will not be the teacher you are five or ten years from now. You will learn, change, gain confidence and find your own way of doing things. Enjoy that process, protect your own well-being and never underestimate the difference you can make to the young people sitting in front of you.

Welcome to teaching, I hope the years ahead bring you growth, fulfilment and many moments that remind you why you chose it.

Séamus Gallagher

TUI Area 18 Representative

ATU Donegal



The very best of luck with your new career. It is a huge privilege to assist students in realising their potential. It's only natural that any new job is daunting, but remember that your longer-serving colleagues will be delighted to help you out at any point and around any arising issue – they were once in the position that you are in today. And remember that no question is too small or insignificant.

If you haven't done so already, I would strongly urge you to join the TUI today. Your workplace representatives and branch officers are well placed to advise on so many things related to your new job. Again, remember that no question is too insignificant to ask, especially if it relates to your working conditions or salary.

It is critically important to remember that we must all value and strive towards an appropriate work-life balance. Make sure not to neglect your own well-being. Eat regularly and well, exercise regularly and integrate into the third level environment as much as possible.

Remember at all times that the TUI will always be there to support you, and when the opportunity arises familiarise yourself with the new and existing policies and procedures that govern our employment. We are all there to welcome and support you as a valued member of our academic community.

So protect your career and profession and join the TUI immediately.

TUI in the media

Making teaching profession more attractive

On 18th August, the TUI called for a range of measures to make the teaching profession more attractive, including a reduction in bureaucratic workload, contracts of full hours for new entrants and a reinstatement of allowances removed during the last recession, including those payable for SEN qualification, teaching through Irish and teaching on an island. TUI General Secretary Michael Gillespie was interviewed on RTE's Morning Ireland and Newstalk's Breakfast programme, while President Anthony Quinn was interviewed on Today FM's Last Word programme. The statement was also widely featured in the national print media and on regional radio.

Range of options for school-leavers across the sectors

Speaking on Today FM's Last Word programme on the day that students received their Leaving Certificate results for 2026, Michael Gillespie outlined the

unprecedentedly wide range of options across the sectors open to school leavers.

Ballot of members over failure to pay 1% due under local bargaining for Senior Cycle redevelopment

On 26th August, the TUI announced the decision to ballot members over the failure of Government to pay a 1% salary

increase due as part of a set of Senior Cycle Redevelopment Implementation Support Measures that TUI members accepted in May 2025. Michael Gillespie was interviewed on Newstalk's Breakfast programme, and the development was also covered by RTE, the Irish Examiner, the Irish Independent and on several regional radio stations.



New members on the TUI Executive Committee

With effect from 1st July 2026, there are eight new members on the TUI Executive Committee.



Colin Whyte

Area 2 – Roscommon, Longford, Westmeath, Offaly
Mullingar Community College, Mullingar, Co Westmeath.



Michael Friel

Area 3 – Cavan, Monaghan, Louth, Meath
St Oliver's Community College, Drogheda, Co Louth.



Stephen Doyle

Area 5 – Tipp NR, Clare, Limerick City
Youthreach Centre, Roscrea, Co Tipperary.



Ger Brennan

Area 9 – Cork City, Co Cork
Adult Education Service, Cork ETB.



Kitty Ganley

Area 11 – Galway City, Co Galway, Co Mayo
Mayo College of Further Education and Training, Castlebar Campus, Co Mayo.



James Redmond

Area 15 College Areas - Louth, Monaghan, Cavan, Meath, Kildare, Offaly, Laois, Wicklow, Carlow, Kilkenny, Wexford, Waterford
SETU Waterford, Cork Road Campus, Cork Road, Waterford.



Brendan Guilfoyle

Area 17 College Areas - Cork, Kerry
MTU Kerry, Dromtacker, Co Kerry.



Alan Kennedy

Area 19 - College Areas - Limerick, Tipperary, Clare, Longford, Westmeath, Roscommon
TUS Midwest, Moylish Park, Limerick.



Outgoing Executive Committee members

Gratitude is extended to all departing members for their hard work on behalf of the membership. Pictured at their last Executive Committee meeting in June are Antoinette Rourke, Anne Meagher, Shane O' Rourke, Mary Flanagan and Jean Beswick. Sincere thanks to all and also to Joe Rayfus, Tomás McMahon and Hugh Murphy for their phenomenal work on behalf of members.

TUI's Global Development Fund – applications open for 2026

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.

A range of varied projects in Palestine, Nepal, the Philippines, Tanzania, Kenya,

Zimbabwe, Uganda, Mali, Cambodia, Cameroon, Lesotho and South Africa benefited under recent provision.

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.

If you wish to apply for funding for a project you are involved in or support, please provide details of the project to Sarah Dunne at sdunne@tui.ie. Due to the large number of applications received, a member may submit only one application. Applications must be submitted by **5.00 p.m. on Friday 30th October 2026**.

Generous donation to Global Development Fund from RMA members

The TUI was delighted to extend its sincere thanks to some of our retired members who generously donated €8,161.14 to the TUI Global Development Fund.

The monies donated were originally collected by retired members who were seeking to lobby and campaign against

FEMPI pension reductions. As that issue has now concluded, Tom Fennell (TUI RMA Executive Member) and Paddy Healy (a former President of the TUI) generously donated the funds collected to the Global Development Fund.

The TUI will continue to engage with Tom and Paddy and seek their opinions

and endorsements for projects where the money can be put to good use.

A number of former colleagues of both Tom and Paddy were delighted to attend the presentation on the day.



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Beyond the housing headlines

Why national housing headlines don't always tell the full story for teachers.

There was a time when becoming a teacher came with a fairly simple expectation. You rented for a few years, worked hard, saved what you could, found a permanent position, and eventually bought a home.

It wasn't always easy. But for most people, it felt achievable.

Today, that journey looks very different.

Speak to newly qualified teachers or lecturers and you'll hear conversations that have become all too familiar: house shares or living at home well into their thirties; long commutes due to high rental costs and limited availability; or putting life plans on hold while waiting for the housing market to become just a little more forgiving.

It isn't just anecdotal either. In a recent survey of TUI members, 98% of teachers who were renting said it was very difficult to secure accommodation in their locality, underlining just how widespread the challenge has become.

Housing has become one of the biggest topics in staffrooms across the country, not because people are fascinated by property, but because it's affecting everyday life.

The housing conversation doesn't end with teachers.

In the same TUI survey, three in four teachers believed the housing crisis was having an adverse effect on the lives of students in their school or college.

The TUI has also argued that the availability and affordability of housing have become key factors affecting teacher recruitment and retention, particularly in areas where accommodation is hardest to secure. It's another reminder that housing is no longer simply a personal issue, it has become part of a much wider conversation about education and communities.

There isn't one reason we've arrived here. Rising house prices, high rents, limited housing supply and the increasing cost of living have all played a part. It's a complex picture, and there are no easy answers.

It's easy to see why so many people feel disheartened. When the news is dominated by rising prices, limited supply and stories of frustrated buyers, it's easy

to feel as though the odds are stacked against you.

But national conversations don't always reflect individual circumstances.

We often read about average house prices, average deposits and average buyers. Yet very few people have average circumstances.

Someone returning to Ireland after ten years abroad isn't starting from the same place as a newly qualified teacher. A couple buying together will have different options to someone buying on their own. A teacher on a permanent contract may be viewed differently from someone in another profession on a similar income.

The national picture matters. But individual circumstances matter more.

Teaching remains one of Ireland's most stable professions. Salary progression is structured and transparent, career paths are well understood, and permanent employment is viewed positively by lenders. Some lenders even take future salary progression into account when assessing affordability, recognising the predictable nature of a teaching career.

When that understanding is combined with government initiatives such as the Help to Buy Scheme and the First Home Scheme, some teachers discover they're in a stronger position than they might have thought.**

The point isn't that buying a home has suddenly become easy. It hasn't. Nor is

it that every teacher will have the same options available to them. They won't.

It's that understanding your own position is far more valuable than making assumptions based on someone else's.

The national housing conversation isn't changing overnight. The challenges are real. But there is a difference between following the headlines and understanding your own circumstances.

If there's one conversation we hope becomes more common in staffrooms, it's not about how impossible buying a home has become, but about what's actually possible.

The headlines tell a story. But they don't tell your story.

That's a conversation worth having.

This article was written by the team at EDUC Mortgages, specialists in mortgage advice for Ireland's education community.

Learn more at www.educmortgages.ie

**** Eligibility criteria apply. At the time of writing, the Help to Buy Scheme is available to eligible first-time buyers purchasing or self-building a qualifying new home. The First Home Scheme is available to eligible first-time buyers and certain other eligible homebuyers purchasing qualifying new-build homes, subject to the schemes' terms and conditions.**



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A reminder of some key TUI directives

At the start of a new academic year, members are reminded of some key Union directives which protect conditions of service and standards of education.

It is vitally important that all members of the TUI adhere strictly to the terms of directives. This means that the relevant maxima set out must not be exceeded.

A directive is binding and removes discretion from members. Members, whatever their position in a school/centre, must adhere to it. This serves also to prevent the personalisation of issues. A directive is not open to local interpretation or re-negotiation and cannot be set aside or varied. Its implementation must not be delayed.

If a difficulty or disagreement arises in relation to interpretation or implementation of any directive of the TUI or if local management seeks to frustrate or prevent its implementation, the matter should immediately be reported to the Workplace Committee, the Branch, the Area Representative and the assigned TUI official.

Please note that the list below is not exhaustive.

Class Contact Directive

The maximum class contact hours are protected by a long-standing TUI directive. That directive is now adjusted to take account of the collective agreement in respect of Junior Cycle.

The agreement reached in September 2015 between the TUI and the Department of Education and Skills in regard to Junior Cycle, included the provision of 40 minutes of "professional time" (related exclusively to Junior Cycle) per week.

Class Contact Directive for teachers with an Involvement in Junior Cycle

Teachers who have an involvement in Junior Cycle and who do not hold the post of Principal Teacher, Deputy Principal Teacher or Assistant Principal must work their weekly timetabled class contact hours up to but not exceeding 21 hours, 20 minutes. In addition, such teachers have an entitlement and commitment to 40 minutes per week of Professional Time related to Junior Cycle.

Principal Teachers, Deputy-Principal Teachers and those teachers with an Assistant Principal post of responsibility, who have an involvement in Junior Cycle, must work their weekly timetabled class contact hours up to but not in excess of the number appropriate to their posts, namely

School Size in WTEs	Principal	Deputy-Principal	Assistant Principal
1 - 3	17h, 20m	21h, 20m	17h, 20m
4 - 6	12h, 20m	17h, 20m	17h, 20m
7 - 11	7h, 20m	12h, 20m	17h, 20m
11+	4h, 20m	7h, 20m	17h, 20m

In addition, such teachers have an entitlement and commitment to 40 minutes per week of Professional Time related to Junior Cycle.

Teachers who hold the post of Programme Co-ordinator must work their weekly timetabled class contact hours up to but not in excess of the number appropriate to their posts as set in the relevant Department of Education Circulars, minus the 40 minutes per week of Professional Time related to Junior Cycle.

Class Contact Directive for teachers without an Involvement in Junior Cycle

Teachers who do not have an involvement in Junior Cycle and who do not hold the post of Principal Teacher, Deputy Principal Teacher or Assistant Principal must work their timetabled hours up to but not exceeding 22 hours.

Principal Teachers, Deputy-Principal Teachers and Assistant Principal Teachers who do not have an involvement in Junior Cycle must work their timetabled hours up to but not in excess of the number appropriate to their posts, namely:

School Size in WTEs	Principal	Deputy-Principal	Assistant Principal
1 - 3	18	22	18
4 - 6	13	18	18
7 - 11	8	13	18
11+	5	8	18

Teachers who hold the post of Programme Co-ordinator must work their weekly timetabled class contact hours up to but not in excess of the number appropriate to their posts as set in the relevant Department of Education Circulars.

Class Size Directive

1. Practical Classes - provided the classrooms are equipped for the number of students involved:

- Art and Technical Graphics, DCG (20 recommended) 24 (max)
- Home Economics (16 recommended) 20 (max)
- Materials Technology Wood & Metal, Engineering, Construction Studies (20 recommended) 24 (max)
- Computers/ICT 24 (max)
- Science & all Science subjects at Leaving Cert level 24 (max)

2. General Subjects

- Classes not covered by the above 30 (max)
- Learning Support 15 (max)
- Physical Education (24 recommended) 30 (max)

Roles and responsibilities as per the schedule of posts or agreed unmet needs will not be carried out by:

- An unpromoted teacher or Assistant Principal II (APII) in receipt of a timetable remission granted to carry out any listed functions
- An unpromoted teacher in receipt of a timetable remission to carry out roles and responsibilities that should be carried out by an API or APII
- Any teacher carrying out roles and responsibilities as per the schedule of posts or agreed needs who does not hold a recognised post of responsibility or is in receipt of payment other than the appropriate payment for the post.

All members, including principal teachers, deputy principals, post-holders and teachers are directed not to engage in or facilitate or organise any breach of this directive.

Posts of Responsibility Directive

The context for this directive is the correct implementation of CL 03/2018 which includes a requirement that the agreed duties of a post of responsibility should be commensurate with the level of that post – that is Assistant Principal I (formerly Assistant Principal) or Assistant Principal II (formerly Special Duties Teacher).

Where a post of responsibility (POR) is vacant, or roles and responsibilities as per the agreed schedule of posts arise for any reason or the unmet needs of the school as listed by agreement are to be carried out by any staff member, then:

- The post/roles/responsibilities/unmet needs should only be carried out by the appointment of a teacher to a POR in accordance with the normal appointment procedure and the approved allocation of POR to the school as per CL 003/2018
- A teacher who is not in receipt of the appropriate POR allowance in accordance with normal procedure as per 003/2018 and who is not afforded the time remission appropriate to the post should not carry out the roles and responsibilities as per the schedule of posts nor the unmet needs of the school as published.

Directive - Peer Evaluation

Following the decision of the relevant TUI members as expressed in the ballot on peer evaluation (2017), the Executive Committee of the TUI has decided that all members, regardless of grade, in ETB Second Level (including Adult and Further Education), Community and Comprehensive, Educate Together, Voluntary Secondary and Youthreach sectors, be directed not to engage or participate in, co-operate with, support or otherwise facilitate peer evaluation in any setting.

Heating in Schools

In the event of the minimum temperature of 17.2°C not being reached at the commencement of classes members are directed to report the matter to the School Representative who should inform the Principal of the situation. If the heating is not brought up to the standard, or reasonable attempts are not made to remedy any defects in the heating system, members are instructed not to work in rooms where the minimum temperature level is not achieved.

In the determination of a maximum temperature, consideration must be given to solar gain and humidity but in general terms when the shade temperature exceeds 26°C members should proceed on the lines similar to that for the minimum temperatures.

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Representative Education Loan Example

Loan Amount	>	APR	>	60 Monthly Repayments of	>	Total amount repayable
€20,000		5.99%		€385.23		€23,112.99
Over 5 years						

Monthly repayments are based on a 5-year education loan variable interest rate of 5.84% (APR 5.99%). Total cost of credit €3,112.99, Total amount payable over a 5 year period is €23,112.99. This example is for illustrative purposes only.

*Warning: If you do not meet the repayments on your loan, your account will go into arrears. This may affect your credit rating, which may limit your ability to access credit in the future. **Loans are subject to approval. Terms and conditions apply.

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Pink Power campaign - don't miss your last chance to book!

1 in 7 women get Breast Cancer. Join our fight against it!

In a teacher's world, September is the start of a new year. Many will make new resolutions to better their classroom and the experiences of their students, but few will make a commitment to their own health or wellbeing. The TUI would like to change that this year.

This September, together with Cornmarket and Breast Cancer Ireland, the final phase of Pink Power invites will arrive for over 1,700 eligible Income Continuance Plan members². Each invited member will get the chance to:

- Book a GP appointment for a physical breast exam in one of 30 participating GP clinics nationwide
- Receive education and guidance on how to self-check
- Receive a referral for further tests if needed.

When we first launched this potentially lifesaving breast health assessment and education programme back in 2018, we hoped to increase

awareness around these common cancers. Nothing prepared us for the results.

- 95% said they were confident to self-check after their Pink Power appointment³.
- Hundreds were referred on to a specialist for further tests (Mammograms, Ultrasounds and Biopsies).

When we surveyed members, incredible feedback poured in. One member who had an appointment in May said: "The GP I dealt with was fantastic. So professional and explained everything in detail. She was so welcoming and answered all questions. An excellent service."⁴ Pink Power is only available for a limited time and on a first-come, first-served basis so book early to avoid disappointment. For more information, visit cornmarket.ie/tui.

Don't forget, TUI members can also book a free Breast Cancer Ireland workplace visit. This is open to all members. To register your interest, email tui@bciresearch.ie today.

Together, we can save lives through awareness and education.

Please note: The assessment provided only reflects a point in time. No test or exam will pick up every case of breast cancer. Therefore, if you have signs and/or symptoms now or in the future, please consult with your own GP without delay and do not wait for a Pink Power appointment to become available.

Sources: 1 Breast Cancer Ireland, July 2026. 2 Members aged 30 to 49 assigned females at birth. 3 Survey of TUI participants, 114 respondents, Cornmarket, 2022 - 2023. 4 Source: Cornmarket survey of TUI Participants, July 2026.

The Pink Power programme is brought to members by Cornmarket on behalf of the Plan underwriter and is not a regulated financial product.

The booking website and doctor service is managed by Full Health Medical.

The Plan is underwritten by Aviva Life & Pensions Ireland DAC.

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Warning: Your interest rate may increase and the amount of your mortgage repayments may increase as a result.

Warning: You may have to pay charges if you pay off a fixed-rate loan early.

Warning: If you do not meet the repayments on your loan, your account will go into arrears. This may affect your credit report, which may limit your ability to access credit, a hire-purchase agreement, a consumer-hire agreement or a BNPL-agreement in the future.

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21231 Mortgage Ad TUI 08-26

Welcome to the profession, welcome to TUI!



Welcome to the profession! The Teachers' Union of Ireland (TUI) wishes you the very best in what we are sure will be a long, eventful and fulfilling career.

The work you are doing is of vital importance for the development and nourishment of a vibrant, caring and creative society. In an increasingly complex world, you will provide the instruction, guidance and inspiration that will motivate and enable our students, of whatever age, to become active, inquiring and committed citizens.

The Teachers' Union of Ireland

The Teachers' Union of Ireland is committed to a comprehensive system of high quality public education at all levels that is free, co-educational, non-denominational and informed by principles of equity and equality.

As a member of the TUI, you will become part of a community of more than 22,000 professional educators. You will enjoy the assistance, support and solidarity of your colleagues in the TUI. You will also have the opportunity, as an active member of the Union, directly to influence Union policy and, through the TUI, to influence national educational policy. We want you to join the TUI not simply to be a member but to be an active member, to have your say, to be heard and to shape both your Union and your workplace.

TUI - A Democratic Union

The TUI is a trade union for teachers and lecturers, dedicated to the care of members and the development of the education profession. The TUI is organised into 57 branches. On joining the TUI you will become a member of your local branch. There are separate branches to represent members employed in Education and Training Boards, Technological Universities, Institutes of Technology, Community and Comprehensive and other Post-Primary schools.

As a member you can express your views at workplace, branch and national levels, as appropriate. Please attend your workplace and branch meetings. Be heard.

Workplace Representatives

Each workplace annually elects a TUI representative and a Workplace Committee. The representative attends branch meetings and reports back to the membership in the workplace. The workplace representative also takes responsibility for distributing information and documentation from TUI Head Office.

Branches

Each branch holds at least four general meetings per year. Notice of meetings will be circulated, usually through workplace representatives. All members of a branch are encouraged to attend branch meetings. You will be very welcome and will be encouraged to get involved. At the Annual General Meeting, which takes place in October or November, the branch elects a Chairperson, a Secretary, a Treasurer, an Equality Officer and any other officers that the branch may require.

Branch Meetings

At branch meetings members have the opportunity to discuss issues relevant to their employment and to education nationally. The Area Representative on the Executive Committee is normally present at branch meetings and represents the views of the branch to the Executive Committee.

Area Representatives and Executive Committee

The branches of the Union are organised into 19 Areas and members of the branches in each area elect a representative to sit on the TUI's Executive Committee. The Executive Committee manages the affairs of the Union between meetings of Congress. The Executive Committee is chaired by the President, who is elected through a ballot of the entire membership of the TUI. The Vice-President is similarly elected by the entire membership. The immediate Past President is also a member of the Executive Committee.

Officials

The work of the Union is carried out on a daily basis by full-time trade union officials, under the direction of the General Secretary. Full-time officials are assigned to Areas and Branches to provide advice, assistance and representation.

Annual Congress

The governing body of the Teachers' Union of Ireland is Annual Congress. Congress is a conference that takes place after Easter each year and is attended by representatives of each branch. Congress votes on motions submitted by branches and its decisions direct the Union. The event receives widespread media coverage.

Affiliations

The TUI is affiliated to the Irish Congress of Trade Unions (ICTU), the European Trade Union Committee for Education (ETUCE) and Education International (EI).

I have other questions, whom should I contact?

The Teachers' Union of Ireland is more than just a trade union. We are an organisation of highly qualified educators with vast experience in the teaching profession. Each of the Head Office Industrial Relations Officials has significant experience in education.

How do I contact TUI?

Members can make contact with their workplace Representative/s, the Officers of their branch or their Area Representative in the first instance. The contact details of each Area Representative are published annually in the TUI diary which every member receives. If you are unsure who your representative is, please contact TUI Head Office and they will provide you with the relevant details.

Contact details

If in doubt on any issue, as a member of the TUI you can avail of expert assistance by contacting us:

- Phone: 01 492 2588
- Email: tui@tui.ie
- Website: www.tui.ie
- Facebook: Teachers' Union of Ireland
- Instagram: [aontas_muinteroiri_eireann](https://www.instagram.com/aontas_muinteroiri_eireann)
- Bluesky: [@tuiunion.bsky.social](https://bsky.app/profile/tuiunion.bsky.social)

Important! Make sure to retain these documents

The TUI advises that you retain the following documents for your personal records and to assist the TUI in the event that you require advice or representation:

- Advertisements for any/all jobs in which you have been employed
- Letter of Offer/Appointment
- Contract(s) and Cover Letter(s) for all jobs in which you have been employed
- All Payslips
- Your Annual Timetables
- All Teaching Council Records/Documentation
- Attendance certificates for all CPD, including Teaching Council Induction

Teachers' Union of Ireland, 73 Orwell Road, Rathgar, Dublin 6, Ireland D06 YP89

Phone 01 492 2588 Email tui@tui.ie www.tui.ie



TUI Guide for New Teachers



Guide to Teaching

As you begin your career, the TUI would like to offer some practical advice based on the experience of our members.

Registration with the Teaching Council

Since January 2014, teachers must be registered with the Teaching Council in order to be employed as a teacher and to be paid from State funds. Under the provisions of Section 33(1) of the Teaching Council Act, 2001, registration is valid for 12 months from the date of registration. To remain on the Register, you must renew your registration before the current period of registration expires. A reminder notice and renewal form will be sent to all registered teachers at their last notified correspondence address, approximately four weeks in advance of their renewal date. If registration is not renewed by the expiry date, a Final Notice will be issued by registered post. If registration is not renewed within thirty days of the date on the Final Notice, the teacher's name will be removed automatically from the register.

Who exactly is my employer?

If you work in an ETB:

- your employer is an Education and Training Board (ETB)
- your appointment is to the "scheme" which means

that you may be assigned to any Vocational School or Community College within the particular ETB and may, in subsequent years, be transferred within the scheme (subject to the terms of the particular transfer agreement that is in place at the time)

- you are paid through the ETB

If you work in a Community and Comprehensive or a Voluntary Secondary School:

- your employer is the Board of Management of your school
- Community and Comprehensive (C&C) Schools and Voluntary Secondary Schools are stand-alone employers
- teachers in C&C, Voluntary Secondary and Post-Primary schools are paid directly by the Department of Education and Youth

Your Contract

Once appointed to any employment a contract is established, be it written or implied, which is enforceable. If you have not been offered a written contract, you should ask the TUI representative to help you get one. The type of contract you hold depends on the nature of the appointment and the source of the hours that you are assigned.

Your contract should:

- Set out the nature of your employment e.g. Permanent or Fixed-Term
- Set the duration of your employment i.e. Permanent/ Indefinite or Fixed-Term
- Clarify the number of hours per week you are contracted to teach
- Give the reason for the position to which you were appointed e.g. increased allocation to the school, covering for a teacher on approved leave (name of the teacher) etc.
- Tell you whether you will be paid by the Department of Education and Youth, the school or the ETB

You should ensure you receive clear written information on the terms and conditions of your job, either in the form of a letter of appointment, a written contract, or a written statement. Under statute, you are entitled to this information and it is important that you have it so that you fully understand the nature of your employment.

Make sure you retain all documentation related to your appointment and your employment, such as the job advertisement, letter of appointment, payslips, timetable, contracts and any other correspondence received from the employer which relates to the position. In addition, you should record all your hours worked during the school year, including any hours worked that are in addition to your contracted hours.

Permanent Whole-Time

Appointment to permanent whole-time positions follows a national advertisement of the position and a formal selection process. Appointment on a permanent whole-time basis used to be the norm and it remains open to employers to make permanent appointments ab initio. The Department of Education and Youth has issued letters to the Management Bodies to this effect.

Fixed-Term

Appointment to a fixed-term position follows national advertisement and a formal selection process (as for Permanent Whole-Time). Teaching positions tend to be filled on a fixed-term basis, for one year in the first instance. To be engaged in year 2 (if the post/hours remain available) you will have to undergo a further selection process and interview. The award of a Contract of Indefinite Duration (CID) is explained in the following paragraph.

A teacher will qualify for a Contract of Indefinite Duration (CID) after a period of continuous employment in excess of one year – (i.e. upon commencement of a second year of continuous employment), subject to certain conditions. This period of continuous employment was reduced to in excess of one year for those who commence employment in September 2025 owing to the acceptance by members of the Senior Cycle Implementation Support Measures.

Contract of Indefinite Duration (CID)

As a result of the TUI's campaign to secure permanency for members sooner than the law provides, a key concession was secured for teachers, whereby the qualifying period for a Contract of Indefinite Duration (CID) was reduced from two years to one year for those who commence employment on or after 1st September 2025. This means a teacher will qualify for a Contract of Indefinite Duration (CID) after a period of continuous employment in excess of one year - i.e. upon commencement of a second year of continuous employment, subject to certain conditions. This is significantly better than the statutory provision (under fixed-term worker legislation, the qualifying period is four years).

A CID is a permanent contract. It may be full-time/whole-time i.e. 22 hours or it may be part-time i.e. for fewer than 22 hours.

Hours covering for a teacher:

- on career break
- on secondment
- assigned to a Home School Community Liaison (HSCL) position
- assigned to the National Behaviour Support Service (NBSS)

These are now counted towards a CID and the hours of the CID will be the hours worked in the full school year prior to the issuing of the CID (i.e. the qualifying year), regardless of the source of the hours.

As per the Senior Cycle Implementation Support Measures (May 2025), teachers taking up their first contract in a viable teaching post in September 2025 will become eligible for a permanent contract in September 2026.

This eligibility is contingent upon successful reappointment following a competitive recruitment process.

Fixed/Specific Purpose

If you are employed only to cover for the approved leave of a teacher (e.g. a teacher on maternity leave or job share) you will be contracted on a fixed/specific purpose basis. When the teacher returns from leave the hours must return to the teacher and your contract ends.

Please ask your TUI Workplace Representative, your Area Representative or contact TUI Head Office for advice before you sign anything.

What are the maximum class contact hours for a teacher?

A full-time teacher has a weekly maximum class contact time of 21 hours 20 minutes if he/she has any involvement in Junior Cycle. If he/she has no involvement in Junior Cycle, a maximum class contact time of 22 hours applies. As a result of a TUI Directive, any teacher appointed to an Assistant Principal I position and who has any involvement in Junior Cycle has a maximum class contact of 17 hours and 20 minutes. If he/she has no involvement in Junior Cycle, a maximum class contact time of 18 hours applies.

I'm Part-time. What does that mean?

A part-time teacher is any teacher who is contracted for less than twenty-two (22) hours per week. If you commence employment on or before the first Monday following the mid-term break in October and you have been appointed following a formal selection process, you are entitled to be paid on a pro-rata basis. This means that you will be paid the appropriate proportion of the annual salary you would be on if you were full-time and you will be paid up to the 31st August. This type of part-time employment has traditionally been called regular part-time work (RPT) or pro-rata part time (PRPT).

Payment for Part-Time Work

To calculate the pay you will receive divide the number of hours for which you are employed by 22 and multiply by the point of the salary scale that you are on.

Part time salary =

Number of Hours contracted per week/22 x Your point on scale

For example, a whole-time teacher on point one of the salary scale for post-2011 entrants earns €47,417. (Scale correct at 1/9/26) Therefore, if you are contracted for 16 hours per week:*

Portion of salary = 16/22

Your part-time salary = 16/22 x €47,417 = €34,485

What is casual part-time?

Some teachers are not contracted to work for an entire academic year. If a teacher is contracted after the first Monday following the October mid-term break in a given year or has an end date that occurs before the end of the academic year written into their contract, they are considered casual part-time teachers. Regular substitute teachers would also fall into this category. Such teachers are paid per hour worked rather than on a pro-rata basis.

Assuming that you are employed in an area in which you are qualified, you will receive the qualified casual hourly rate of pay. For each hour worked you will accumulate holiday pay which will be paid in each holiday period i.e. Christmas, Easter and Summer. After 150 hours at the casual rate in one school year, you will be paid a personal non-casual hourly rate based on a pro-rata fraction of a whole-time salary for each hour over 150.

To calculate this hourly rate of pay (any hour in excess of 150), divide the point on the salary scale that you would be on, were you whole-time, by 730 (the annual teaching hours of a full-time teacher in a school year):

Personal non-casual hourly rate = Your point on the scale/730

For example, a teacher who would be on point one of the post-2011 salary if they were whole-time, would have a personal qualified rate as follows:

**Personal non-casual
hourly rate = €47,417/730
= €64.95**

If you are employed in an area in which you are not considered sufficiently qualified, you will receive the unqualified hourly rate of pay and also accumulate holiday pay.

How many teaching jobs is a school entitled to fill?

The number of teachers employed in a school depends on the number of students attending that school. An additional teaching allocation to take account of 'professional time' for teachers involved in the delivery of the Junior Cycle was introduced in September 2017. A specific allocation is also provided in respect of students with special educational needs.

Schools also get an additional allocation for Principal, Deputy Principal and Guidance Counsellors. Many schools also receive an allocation of 'concessionary' teaching hours under a variety of programmes. These extra hours are granted depending on a school's individual needs. Some schools may also pay for teaching hours directly from their own funds.

How do I get a permanent job?

Employers may make permanent appointments ab initio. This applies to established schools and 'greenfield' schools (i.e. new schools). As per the Senior Cycle Implementation Measures (May 2025), teachers taking up their first contract in a viable teaching post in September 2025 will become

*Scale correct at 1/9/26

eligible for a permanent contract in September 2026. It does not apply to other grades in the public service. Please note that under the provisions of the Fixed-Term Work Act, 2003, the 'qualifying' period for a CID, that is provided for in law, is four years.

Objective Grounds

In the 'qualifying year' at least some of the hours you hold must be free from an 'objective ground' for not awarding a CID. 'Objective grounds' exist if the hours are of a legitimate fixed-purpose nature (i.e. covering for a teacher on maternity leave, sick leave or job share) or if there is a legitimate reason to believe that the post will not be viable in the employment (school/scheme) for at least a full school year. The contract you are offered must include a statement detailing the specific objective ground(s), if any.

Please note, if a teacher holds even one class that is free from an objective ground in her/his qualifying year, s/he will be in a position to claim a CID for all hours worked in the qualifying year.

Post automatically advertised after Year 1

Every teacher on his/her first fixed-term contract with an employer will have that contract terminated at the end of year one. The position will automatically be re-advertised and a new recruitment process undertaken. Therefore, the teacher will need to apply and interview for the position at the end of year one. If appointed for a second year and if there are no objective grounds

attached to these hours then a CID will be awarded.

If I get a CID for less than whole-time hours, how do I get more hours?

Firstly, there is an agreement that teachers who have a CID for 18 hours or more can request to move to 22 hours and that this will be honoured by the employer. To avail of this, teachers must submit a H22 form, available from TUI. If you have a CID for less than 18 hours, Circular Letter 59/16 (ETB and C&C sector) and Circular 49/2017 (Voluntary Secondary sector) compels employers to assign available hours, in the first instance, to teachers on part-time CIDs who wish to move to whole-time work.

If you are on part-time hours, please ensure that you write to your principal each year requesting more hours and advise your principal of the subjects/areas in which you are qualified and/or willing to teach. A template letter can be provided to you by the TUI.

Where a qualified teacher holds a part-time CID and is working additional hours a separate fixed-term contract will be issued for those hours. The hours of this separate contract will be added to the CID if the teacher holds them for a continuous period of employment in excess of one year, if the hours continue to be viable, are available under the allocation, and are unrelated to maternity leave, sick leave or job share.

What if I am refused a CID or unhappy with the terms of the CID?

If you are employed on a fixed-term contract and believe you fall within the terms of Circular 21/2026 and are unhappy with the action taken by your employer in terms of the award of a CID, then you may appeal against the action of your employer.

If you have been refused a CID, you must make an appeal within 4 working weeks of the date you are notified of the decision by the Board of Management/ETB to refuse a CID.

If you have been awarded a CID but are not satisfied with the terms of the contract, you must make an appeal within 4 working weeks of the date you are notified of the award and terms of the CID.

Please contact the TUI and we will assist you in your endeavours to move to a whole-time permanent/CID contract.

When will I be paid?

You will be paid at least once a month if you are employed by an ETB. If you are employed by a Community or Comprehensive school or a Voluntary Secondary school, you will be paid fortnightly by the Department of Education and Youth.

The latest pay scales for teachers are set out on the TUI website www.tui.ie.

Codes of Professional Conduct

The Teaching Council has published a Code of Professional Conduct for Teachers. The Code sets out clearly what is expected of teachers in their professional role. It sets out the standards of professional knowledge, skill, competence and conduct which are expected of registered teachers. There are many elements of the Code which reflect the complexity and variety of teaching and cover areas such as communication and relationships, equality and inclusion, compliance with national and school policies, professional development and pupil/student welfare. The standards are underpinned by four core values - respect, care, integrity and trust.

New teachers should familiarise themselves with these standards.

Teaching Council - Part 5

One of the functions of the Teaching Council is to investigate complaints about registered teachers. The Minister for Education formally commenced Part 5 of the Teaching Council Acts 2001 - 2015 on 25 July 2016 which allows the Council to receive complaints about registered teachers, hold investigations and disciplinary hearings, where deemed appropriate. The first question an investigation committee will ask is, 'Have all local procedures been exhausted?' If the answer is in the negative, the complaint should be referred back to the school/centre.

If you are the subject of a complaint please contact Janet Anderson/janderson@tui.ie or Annette Dolan adolan@tui.ie in TUI Head office immediately.

Droichead

NQTs must participate in Droichead - a school-based non-evaluative induction.

I have a problem in school, what should I do?

Some teachers will experience professional difficulties at some point in their career. In the first instance, it is important to approach your Principal informally and attempt to resolve the difficulty. In the event that this course of action does not resolve the issue, there are nationally agreed Grievance Procedures that your branch can assist you with.

If in doubt about the course of action to take, contact your Branch or your Area Representative for advice.

TUI Guide for New Lecturers



Your Contract

Once appointed to any employment a contract is established, be it written or implied, which is enforceable. If you have not been offered a written contract, you should ask your TUI representative to help you get one. The type of contract you hold depends on the nature of the appointment and the source of the hours that you are assigned.

Your contract should:

- Set out the nature of your employment, e.g. Permanent or Fixed-Term
- Set out the duration of your employment, i.e. Permanent/ Indefinite or Fixed-Term
- Clarify your duties, for example in the case of an Assistant Lecturer, your number of class contact hours per week
- Give the nature of the position to which you were appointed, e.g. lecturing in a particular department or covering for a named employee on an approved scheme of leave etc.

You should ensure you receive clear written information on the terms and conditions of your job, either in the form of a letter of appointment, a written contract, or a written statement. Under statute, you are entitled to this information and it is important that you have it so that you fully understand the nature of your contract of employment.

Check the nationally agreed contracts on the TUI website: www.tui.ie

Permanent Whole-Time

Appointment to permanent whole-time positions follows an advertisement of the position and a formal selection process. Appointment on a permanent whole-time basis used to be the norm and it remains open to employers to make permanent appointments ab initio.

Fixed-Term

Appointment to a fixed-term position follows an advertisement and a formal selection process (as for Permanent Whole-Time).

Contract of Indefinite Duration (CID)

As a result of the TUI's campaign to secure permanency for members sooner than the law provides, a key concession was secured for lecturing staff, whereby the qualifying period for a Contract of Indefinite Duration (CID) was reduced from four years to two years, from the start of the academic year 2016/17. This means that a member of lecturing staff will qualify for a CID after a period of continuous employment in excess of two years with at least one contract renewal, subject to certain conditions. This is significantly better than the statutory provision - under fixed-term worker legislation, the qualifying period is four years.

A CID is a permanent contract. It may be full-time/whole-time, e.g. for 16 or 18 class contact hours per week for a lecturer or assistant lecturer respectively. The number of weekly class contact hours in the CID is determined by how many there are in the

'qualifying year'; which is the year directly before the granting of the CID.

Example: Sarah was employed on a 1-year fixed term pro-rata contract on the 1st September 2024 for the academic year 2024/25 for 10 hours per week as an Assistant Lecturer (AL), replacing a named colleague on career break. She receives a further 1-year fixed term pro-rata AL contract for 12 hours per week for the academic year 2025/26 in her own right, without any objective grounds. She is offered a 1-year fixed term pro-rata AL contract, without objective grounds, for 10 hours per week for the academic year 2026/27 which she has not yet signed. On the 2nd September 2026 she seeks advice from the TUI regarding her entitlement to a pro-rata CID and is advised that she has an entitlement to a pro-rata CID for 12 hours per week from the 1st September 2026.

N.B. If all of your class contact hours arise from covering for a colleague on an approved scheme of leave, then the employer has a valid "objective ground" not to offer a CID.

Progression

Most academic staff are first appointed to the Assistant Lecturer (AL) grade and remain as an AL for a period of time before progression to the career grade of Lecturer. Qualification and service requirements for progression are detailed in the AL contract and in Circular Letter 03/05. ALs must be informed by their employer of what they will be required to do in order to progress.

Part-time ALs on fixed term contracts or CIDs receive their yearly increment and progress to the lecturer grade in the same way as whole-time colleagues.

Entitlement to a CID

The union recognised the increasing casualisation at third level with newly appointed academic staff beginning their lecturing careers in temporary, part-time positions or employed on fragments of jobs.

The TUI prioritised this issue and campaigned vigorously to highlight the casualisation of the academic profession with the aim of ensuring that permanent wholtime jobs become available to new academic staff to protect both the viability and the professionalism of the career.

As a direct result of the TUI's campaign, an expert group was established under the Haddington Road Agreement (HRA). The recommendations of the expert group, 'The Cush Report' are set out in Circular Letter 41/2016 and include the provision that a lecturer/assistant lecturer now qualifies for a Contract of Indefinite Duration (CID) after a period of continuous employment, with at least two contracts, in excess of two years, with certain conditions.

Fixed-Term/Specific Purpose

You may be employed only to cover for the approved leave of another employee (e.g. if you were covering for a lecturer on maternity leave, job share, secondment or career break you will be contracted on a fixed-term/specific purpose basis. When the lecturer returns from leave the hours must return to the lecturer and your contract ends).

Overtime Ban

In order to protect the employment prospects of part-time colleagues and the quality of the education we provide to our students, the TUI voted democratically that third level members refuse to engage in weekly class contact hours in excess of those in the whole-time lecturing contracts, e.g., 18 hours per week for Assistant Lecturers or 16 hours per week for Lecturers (with the allowed variation above and below the weekly norms which must balance out over time). Members who are requested or directed to engage in weekly class contact hours in excess of those provided for in the nationally agreed whole-time contracts should contact their Branch Committee and must comply with the overtime ban directive as democratically decided in a national ballot.

I'm Part-Time. What does that mean?

A part-time employee is any employee who is contracted for less than full hours. For example, a part-time Assistant Lecturer is an Assistant Lecturer who is contracted for less than 18 class contact hours per week. If you are performing the full range of duties for the post and employed for a full semester or more, you are entitled to be paid on a pro-rata basis.

Local arrangements re Workload Allocations/Weightings

Some branches have successfully negotiated certain non-contact hours counting towards fulfilment of the weekly class contact requirement in the academic contract. You should contact your Branch Committee for more information.

Online class contact hours

In some cases, workload allocations include weightings for online contact hours - if you are asked or instructed to engage in such hours, then immediately contact your Branch Committee for advice on any local agreement that may be in place. Please note that agreements for Emergency Remote Teaching in response to the pandemic have now ceased.

Payment for Part-Time Work

To calculate the pay you will receive, divide the number of hours for which you are employed by 18 (for an Assistant Lecturer) and multiply by the value of your current point on the salary scale.

If you are paid pro-rata you move up on the incremental scale every year. Below is an example for a part-time Assistant Lecturer.

Part time salary = Number of hours contracted per week / 18 x Your point on the scale

What is a HPAL?

In limited circumstances you may be contracted to work as an "Hourly Paid Assistant Lecturer" (HPAL). HPALs should only be used for short-term or emergency cover. Examples of the appropriate use of HPALs (on a casual basis) would be short-term sick leave cover, guest lecturers, etc. Where specific expertise or industry experience is required as a part of a programme/module, then HPALs can be employed to provide this limited number of lectures/classes. In some cases, the term "Associate Lecturer" was applied to HPALs.

HPALs should not be employed to teach the entire module or mark all of the assessments including examinations. If an academic staff member is employed to cover

the entire semester's work for a module/s then s/he should be employed on a pro-rata Assistant Lecturer or Lecturer contract with substantially higher pay and the full benefit of access to approved schemes of leave, yearly increments up the pay scale and progression.

HPAL Conversion Process

In 2013, the TUI secured under the Haddington Road Agreement a process for the phased conversion of Hourly Paid Assistant/ Associate Lecturers to pro-rata Assistant Lecturers. Any person converted will be assimilated to the Assistant Lecturer pay scale on the point nearest to and not below their current rate from the date of conversion. If you are a HPAL employed on a HEA core-funded and approved course for every lecturing week of the academic year and your class contact hours per week throughout the academic year do not vary beyond the agreed limits (i.e. +2 hours per week) and you are fully qualified for appointment as a pro-rata Assistant Lecturer then you can be considered for conversion under Phase 1 of this process. You must also be available for the full range of duties and to be timetabled at the Institute's discretion. In converting Hourly-Paid Assistant Lecturers to pro-rata status, appointment is to the first point of the relevant Assistant Lecturer scale. Membership of the Superannuation Scheme is compulsory and contributions for previous reckonable service must be paid.

Conversion Arrangements for HPAL/Associate Lecturers with employment for one semester only

Six-month contract - 1 September to 28 February or 1 January to

30 June (depending on which semester).

Contract of Indefinite Duration possible based on single semester contract i.e. you are entitled to be employed for that semester every year.

Hours of pro-rata contract based on application of already agreed arrangements for full-year.

Entitlement to avail of extra hours that become available in accordance with already agreed augmentation arrangements in accordance with paragraph 3 of Circular 41/2016. This may mean hours in the other semester or added hours to the existing contract.

Where extra hours are in the other semester, arrangements as below will apply if hours vary.

Conversion Arrangements for HPAL/Associate Lecturers with hours that vary from one semester to another:

Year-long Contract.

Contract of Indefinite Duration possible in accordance with circular letters. Hours of pro-rata contract based on application of already agreed arrangements.

To meet existing needs of Institute, personal-to-holder arrangement to preserve variability contained in CID.

Entitlement to avail of extra hours that become available in accordance with already agreed augmentation arrangements in accordance with paragraph 3 of Circular 41/2016.

Contact the TUI to ensure that you are receiving the correct salary.

How do I get a permanent job?

Employers may make permanent appointments ab initio but are

often reluctant to do so. In recent years, most members of lecturing staff become permanent by qualifying for a Contract of Indefinite Duration (CID) after exceeding two years of continuous employment with a contract renewal. The two-year qualifying period was secured for lecturers following recommendations issued by an expert group negotiated by the TUI under the Haddington Road Agreement. It does not apply to other grades in the public service, apart from teachers for whom the TUI secured similar improvements. Please note that under the provisions of the Fixed-Term Work Act, 2003, the 'qualifying' period for a CID, that is provided for in law, is four years.

Objective Grounds

In the "qualifying year" (the year directly before the granting of a CID), at least some of the hours you hold must be free from an objective ground in order to be awarded a CID. "Objective grounds" exist if the hours are of a legitimate fixed purpose nature (i.e. covering for a lecturer on maternity leave, sick leave, job share, career break or secondment) or if there is a legitimate reason to believe that the post will not be viable in the employment for at least a full academic year. The contract you are offered must include a statement detailing the specific objective ground(s), if any.

Please note that if a member of lecturing staff holds even one class contact hour that is free from objective grounds in his/her qualifying year, then s/he will be in a position to claim a CID for all weekly class contact hours in the qualifying year.

Awarding of additional hours to a Contract of Indefinite Duration

Extract from Circular Letter 41/2016: "In advance of advertising available hours in a particular course, an Institute of Technology should carry out a review to ascertain whether there are existing qualified lecturers on CIDs or pro-rata fixed term contracts for less than full hours who have the necessary qualifications to teach the course and who could benefit by the augmentation of their existing contract. If this is the case, the extra available hours should be offered first to such lecturers before being advertised generally."

This requirement now applies to Technological Universities as well as to Institutes of Technology. The HR Department and the relevant Head(s) of Department should inform lecturers on CIDs or pro-rata fixed term contracts for less than full hours about additional hours that are available and to which they are entitled. Members are strongly advised to contact their branch officers for guidance on this matter. If, for example, you are an Assistant Lecturer on part-time hours, please ensure that you contact your Head of Department/HR Department each year regarding the subjects/areas in which you wish to be considered for additional hours.

Class contact hours

Lecturer and Senior Lecturer 1 grades lecture a norm of 16 class contact hours per week. Assistant Lecturers lecture a norm of 18 class contact hours per week. These hours may be varied on a 'plus 2 or minus 2' basis. This means that the lecturing hours of a Lecturer and Senior Lecturer

1 can vary from 14 to 18 hours, following consultation with the lecturer. Similarly, the lecturing hours of an Assistant Lecturer can vary from 16 to 20 hours, following consultation with the Assistant Lecturer. However, it is very important that the average over the two semesters must be 16 hours for a Lecturer and Senior Lecturer 1 and 18 hours for an Assistant Lecturer.

For example, if a Lecturer or Senior Lecturer 1 is timetabled to lecture 18 hours per week in Semester 1, then his or her weekly hours must be reduced to 14 in Semester 2. If his or her weekly hours are increased to 17 in Semester 1, then they must be reduced to 15 in Semester 2.

Similarly, if an Assistant Lecturer lectures 16 hours per week in Semester 1, his or her hours will be increased to 20 hours per week in Semester 2. If his or her weekly hours are increased to 19 in Semester 1, they must be reduced to 17 in Semester 2.

A weighting of 1.25 applies to hours worked after 6.00 p.m. (reduced from the contractual weighting of 1.5 as an austerity measure under the Haddington Road Agreement).

Where a qualified Lecturer/ Assistant Lecturer holds a part-time CID and is working additional hours, a separate fixed-term contract will be issued for those hours. The hours of this separate contract will be added to the CID if the Lecturer/Assistant Lecturer holds them for a continuous period of employment in excess of one year, so long as the hours continue to be viable and are unrelated to maternity leave, sick leave, job share, career break and secondment.

What if I am refused a CID or am unhappy with the terms of the CID?

If you are employed on a fixed-term contract and believe you fall within the terms of Circular Letter 0041/2016 and are unhappy with the action taken by your employer in terms of the award of a CID, then you may appeal against the action of your employer.

Please contact your Branch Committee immediately, who in turn will contact the relevant official in TUI Head Office. The Union has been very successful in securing whole-time CIDs for our members.

If you have been refused a CID, you must make an appeal within 4 working weeks of the date you are notified of the decision by your employer to refuse a CID. Please contact your Branch Committee which will in turn contact the relevant official in TUI Head Office who will make the appeal on your behalf.

If you have been awarded a CID but are not satisfied with the terms of the contract, you must make an appeal within 4 working weeks of the date you are notified of the award and terms of the CID. Please contact your Branch Committee which will in turn contact the relevant official in TUI Head Office who will make the appeal on your behalf.

When will I be paid?

You will be paid fortnightly/ monthly if you are employed by an TU/IOT.

The latest pay scales for academic staff are set out on the TUI website www.tui.ie.

Further Education and Training (FET) sector



In respect of the Further, Adult and Training (FET) sector, TUI represents members working in:

- PLC/Further Education Colleges
- Youthreach Centres
- Prison Education Units
- Training Centres
- Various Adult Education programmes, e.g. Back to Education Initiative (BTEI), Vocational Education Opportunities Scheme (VTOS), Adult Literacy, Skills for Work, Community Education and other programmes.

TUI represents the following FET grades, inter alia:

- Teachers (in PLC colleges, VTOS centres, BTEI centres, YR centres and other settings)
- Youthreach Coordinators and Resource Persons
- Adult Education Officers
- Adult Literacy Organisers
- BTEI Coordinators and Adult Educators
- VTOS Coordinators and teachers• Community Education Facilitators
- Adult Education Guidance Counsellors
- Outdoor Centre Directors and Instructors
- Adult & Community Literacy Educators.
- Sundry other grades in the ETB Sector, including incompletely qualified, unregistered teachers

How do I get a permanent job?

Employers may make permanent appointments ab initio.

As a result of the TUI's campaign to secure permanency for members sooner than the law provides, a key concession was secured for teachers, whereby the qualifying period for a Contract of Indefinite Duration (CID) was reduced from two years to one year for those who commence employment on or after 1st September 2025. This means a teacher will qualify for a Contract of Indefinite Duration (CID) after a period of continuous employment in excess of one year - i.e. upon commencement of a second year of continuous employment, subject to certain conditions.

It does not apply to other grades in the public service. Please note that under the provisions of the Fixed-Term Work Act, 2003, the 'qualifying' period for a CID, that is provided for in law, is four years.

Objective Grounds

In the 'qualifying' year (i.e. usually year two for a teacher and year four for other education grades), at least some of the hours you hold must be free from an 'objective ground' for not awarding a CID. 'Objective grounds' exist if the hours are of a legitimate fixed-purpose nature (i.e. covering for someone on maternity leave, sick

leave or job share) or if there is a legitimate reason to believe that the post will not be viable in the employment (school/scheme) for at least a full academic year. The contract you are offered must include a statement detailing the specific objective ground(s), if any.

Given the wide breadth of grades represented by the TUI in the FET sector, more detailed information can be found on the union's website.

Teaching Council updates

The following information has been provided by the Teaching Council

Renewals

Applications 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 Eircode 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 approaching the expiry 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 kindly asks 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 responding promptly to any follow-up queries. You can make your extension request and submit the supporting documentation by logging on to 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.

Droichead

The Teaching Council commenced a review of Droichead in 2023 to ensure that it continues to be effective in supporting the needs of Newly Qualified Teachers and their students. The updated Droichead Policy will come into effect in September 2026 for all Newly Qualified Teachers. The policy is available on the Teaching Council website.

Applications for Droichead in the 2026/2027 school year will open in early September 2026. To begin the Droichead process, Newly Qualified Teachers must first apply to the Teaching Council through

their My Registration account. After they have received their confirmation email from the Teaching Council, they can register with Oide to attend the required online webinar and two cluster meetings.

After completing the Droichead process, NQTs are required to complete the online Droichead Form D.

NQT (Newly Qualified Teacher) Summer Registration Process

Each summer, between June and September, the Teaching Council offers a priority, fast-track registration process for Newly Qualified Teachers (NQTs). With graduates' consent, Initial Teacher Education (ITE) providers transfer their results to the Council once the exam boards/courts have taken place, and results are finalised. On receipt of the results, the Council invites graduates to apply for registration.

The average processing time for applications received via this process is two weeks from receipt of the application and required documentation. Approximately 3,800 NQTs avail of registration under this process each year.

Route 5 Student Registration

As of 30 July 2026, 2,771 students are registered under Route 5. Applications will open for the next round of registrations in October.

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 you will not be able to renew your registration until you have completed Stage 1 and Stage 2 of the vetting process.

Information about re-vetting can be found on our website.

Enhanced vetting measures to strengthen child protection and safeguarding

Since 7 July 2025, the National Vetting Bureau (NVB), in line with the EU Directive 2011/93/EU, introduced additional child protection checks with the other 26 EU member states and the UK, to strengthen the protection of children. While these additional checks strengthen child protection in the public interest, they have led to increased vetting application turnaround timelines, particularly for those who have resided in another EU state or the UK.

The approximate impact on the timings of vetting applications is as follows:

Vetting involves a two-stage application process.

1. Stage 1 involves submitting an application to the Teaching Council for identity verification. There is no change to this stage of the process. Once Stage 1 is completed, applicants can proceed to Stage 2.
2. Stage 2 involves submitting a vetting application to the NVB. The NVB processing time for vetting applications is an average of 26 working days, but timelines vary for each application as they depend on the necessary searches that the NVB must carry out as part of the process. The NVB is advising that the above changes will have the following impact on vetting application turnaround times:
 - For applications requiring checks with an EU country, allow for up to an additional 10 working days.
 - For applications requiring checks with the UK, allow for up to an additional 20 working days.

Kate Ní Bhriain appointed Associate Official with TUI



Congratulations to Kate Ní Bhriain on her appointment to the position of Associate Official with TUI.

Kate has a long-standing involvement with the Union. She became actively involved in the Carlow Branch early in her career, initially serving as Branch Secretary before going on to serve as Branch Chair for many years. She was also the inaugural Chair of the TUI Assistance Fund.

Kate graduated from St Catherine's College of Education, in association with Trinity College Dublin with a Bachelor of Education in Home Economics and Irish. A fluent Irish speaker, Kate began her teaching career that year in Gaelcholáiste Cheatharlach, where she taught Home Economics and Irish, as well as LCVP Link Modules and SPHE. She also held the post of Programme Coordinator, with responsibility for the coordination of Transition Year and LCVP.

Alongside her teaching career, Kate has worked extensively with the State Examinations Commission as both an Examiner and Advising Examiner across a number of subjects, including Home Economics, Irish and LCVP Link Modules. She has also been actively involved in curriculum development at national level through her work with the National Council for Curriculum and Assessment (NCCA).

In December 2021, Kate joined JCT, subsequently Oide, where she worked primarily as a Professional Learning Leader with the Home Economics team.

Congratulations to TUI member on receiving his Irish citizenship



Congratulations are extended to TUI member Deitmar Cummins Weiss on recently receiving his Irish citizenship.

'I have been a member of the TUI since 2022, I teach culinary arts in the Irish prison service and also work in adult education in Crumlin and Ballyfermot through the CDETB,' writes Deitmar.

'I recently received my Irish citizenship in Killarney. It was a wonderful day, being embraced as Irish, it was a very special moment. I married an Irish woman and raised my family here, I feel Irish and love this country so feeling this welcome is amazing. Here is a photo of me and my wife Jen Cummins TD, spokesperson for Education and Youth and Higher and Further Education, Innovation and Science in Killarney.'

Staffnests: Helping teachers find accommodation



Staffnests, a relocation platform for teachers and other key workers aims to make it easier for teachers to find accommodation to rent.

Founded by Dawn Hanratty, a teacher in Malahide Community School, it builds on the "Accommodation for Teachers" Facebook page founded by Dawn over two years ago.

The platform continues to expand and is supported by Enterprise Ireland. See www.staffnests.ie for more information.

TUI Training Schedule 2026/27

As part of the Union's ongoing efforts to enhance service to members, a training schedule across a range of areas of importance will again run for 2026/27.

Training will take place online, using the Microsoft Teams platform. To register for a session or sessions, use the camera on your phone to scan the QR code. As a TUI member, you can

attend as many as you wish.

The schedule will run throughout the academic year. Breakout sessions will be facilitated for each sector where appropriate, i.e. Second Level, FET and Third Level.

Contact tuitraining@tui.ie if you have further questions or are having difficulties registering.



To register, scan QR code

2nd September 2026	5.00pm- 6.00pm	Reasons to join the TUI Benefits of Trade Union membership
9th September 2026	5.00pm-6.00pm	Contracts and CIDs
16th September 2026	5.00pm-6.00pm	Workplace Representative training
23rd September 2026	5.00pm-6.00pm	Post of Responsibility - Assistant Principal 1 and Assistant Principal 2
30th September 2026	5.00pm-6.00pm	Membership Portal – How to access and use the portal as a Branch Officer
7th October 2026	5.00pm-6.00pm	Preparing for and organising an AGM
14th October 2026	5.00pm-6.00pm	Preparing for Annual Congress Procedures at Congress
21st October 2026	5.00pm-6.00pm	Membership Portal – how to access and use the portal as a member
4th November 2026	5.00pm-6.00pm	How to deal with personal cases
11th November 2026	5.00pm-6.00pm	Branch Officer Training

18th November 2026	5.00pm-6.00pm	Board of Management Training
25th November 2026	5.00pm-6.00pm	• Bereavement Leave • Carer's Leave • Career Break Scheme • Job Sharing Scheme • Unpaid Leave • Marriage Leave • Force Majeure
13th January 2027	5.00pm-6.00pm	• GDPR and securing data • Data Access Requests • Protected Disclosures • Union Directives
20th January 2027	5.00pm-6.00pm	• Partial Absences Leave • Maternity Leave • Assault Leave • Occupational Injury Leave • Breastfeeding Breaks
27th January 2027	5.00pm-6.00pm	Pension information session
3rd February 2027	5.00pm-6.00pm	Sick Leave
10th February 2027	5.00pm-6.00pm	Transfers and Redeployment
24th February 2027	5.00pm-6.00pm	• Eligibility for a CID • Croke Park Hours • Supervision and Substitution
3rd March 2027	5.00pm-6.00pm	Anti-Bias and Anti-Racism Training
10th March 2027	5.00pm-6.00pm	• Parent's Leave • Adoptive Leave • Paternity Leave • Parental Leave • Compassionate Leave • Unpaid Leave for Medical Care Purposes

Update on Curriculum Development

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 done 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 TUI continues to engage with the Department of Education and its aegis bodies in relation to Senior Cycle redevelopment. The TUI successfully negotiated the SCRISM document in 2025 and continued to build on it in 2026 with the following additional assurances:

Laboratory assistants/ICT technicians

The Union had raised the concerns of members in relation to safety in school laboratories and it has been agreed with the TUI that the introduction of laboratory assistants/ICT technicians will be explored.

Implementation grant to schools

In addition to supports already agreed, an implementation support grant totalling €2m will be made available to schools. In addition, the Department will review the annual science subject grant immediately following the first Leaving Certificate examinations of the Tranche 1 subjects. Those examinations are due in 2027.

Workload Working Group, AI Taskforce and Post Primary Implementation Group

The TUI has attended meetings of these groups for a number of months and will continue to raise the critical concerns of our members in these fora. It is confirmed that the Implementation group will now also discuss the timing and frequency of formal reporting to parents given the additional workload involved with Additional Assessment Components (AACs). As envisaged in 2025, the Post-Primary Implementation Group (PPIG)

has now merged with the Junior Cycle Implementation Committee (JCIG) to form one group addressing all aspects of curriculum development implementation in post-primary. The JCIG was established under the Junior Cycle agreement that the TUI signed with the Department of Education and Youth (then known as the Department of Education and Skills) in 2015, following a ballot of members that September.

Voluntary relocation scheme

The Department will consider a joint proposal from the TUI and the ETBI on the introduction of a pilot voluntary relocation scheme in the ETB sector. This has long been sought by TUI members in the sector.

Right to disconnect

The Department will engage with TUI and other stakeholders about the right to disconnect. This discussion will take account of: raising awareness of the right to disconnect; encouraging respectful communication practices; making use of technological solutions to facilitate disconnection and creating clear guidelines and guardrails.

New Senior Cycle redevelopment and L1/L2 Learning Programme posts

It has been confirmed that these posts will be permanent and operate in the same way and have the same status as other AP1/AP2 posts. It has also been confirmed to the TUI that the time allocation of these posts will be returned in schools and given in full to the teachers appointed to these posts irrespective of the contract hours of said teachers.

Confirmation of legal indemnity

As confirmed to the TUI in November 2025, teachers involved in the authentication process have legal protection in cases where they cannot, for valid reasons, authenticate coursework which gives rise to reporting suspected inauthentic coursework to the State Examinations Commission (SEC). No new guarantees have been given in this regard. The commitment given to the TUI in November 2025 remains.

Leaving Certificate Vocational Programme (LCVP/LCW) Link modules

The Department has confirmed to TUI that it will maintain the current LCVP supports to schools even though the programme is now called Life, Community and Work (LCW), including as appropriate the maintenance of a co-ordinator post.

State Examinations Commission preparatory fee

In the small number of subjects which have practical components and which teachers are required to prepare materials for candidates in advance of the examination, teachers will continue to be paid a fee for the work.

Oral examinations

The parameters that apply to assessment in given subjects have been clarified and are consistent with TUI policy, NCCA documentation and clarifications given to the TUI previously.

Oide feedback

Agreement that a facility will be developed that will allow teachers to provide feedback on training to Oide in addition to feedback they can give on the day of the training.

Ongoing Senior Cycle curriculum development work

Tranche 1 subjects introduced to the curriculum for all schools in 2025 were:

Tranche 1 subjects
Ancient Greek
Arabic
Biology
Business
Chemistry
Climate Action and Sustainable Development
Drama, Film and Theatre Studies
Latin
Physics

Tranche 1 subjects will be examined for the first time in the 2026/2027 academic year.

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

Tranche 2 subjects
Accounting
Construction Studies
Engineering
English
Geography
LCVP Link Modules
Physical Education

However, the implementation of Accounting and English will now be introduced to schools no earlier than September 2027. As noted above, LCVP will now be called LCW (Life, Community and Work).

Tranche 3 subjects are due to be introduced to the curriculum for all schools in 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

However, ongoing work on Mathematics and on the Home Economics AAC mean that there may or may not be a delay in their introduction. DCG will now be called AGD (Applied Graphics and Design) whilst Physics/Chemistry will now be called Chemical and Physical Science.

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 are being implemented. CPD has commenced and resources such as sample papers have issued. Additional Assessment Component (AAC) guidelines have issued.

Tranche 2 subjects: Specifications for Tranche 2 subjects have been approved by the Minister and are being implemented (with effect from September 2026) though some work continues in relation to Accounting and English. In relation to the other Tranche 2 subjects, CPD has commenced and resources such as sample papers have issued. AAC guidelines have issued.

Tranche 3 subjects: Work has almost concluded on the Tranche 3 subjects though some development work remains for Mathematics and Home Economics. The TUI has repeatedly expressed, and continues to express, concerns about the proposed AAC in Home Economics in particular. The other six subjects have now gone to the Minister for approval. The Tranche 3 AAC Guidelines will issue by early November, in line with the return to school post mid-term. It is currently expected that sample papers will issue at Easter time and that sample briefs will issue in May (rather than Sept as with previous tranches). A consultation on the draft Maths specifications is likely to be taking place shortly after the summer break. Guidelines to support the AAC for the relevant Tranche 3 subjects will be published by end October/start November.

Tranche 4 subjects: Work is ongoing in relation to the draft specifications for all of the Tranche 4 subjects. It is currently expected that draft specifications, including a framework for MFL, will be going out to consultation in late 2026 or early 2027. As always, the TUI will be

encouraging members to get involved in those consultations.

Tranche 5 subjects: At the time of writing it looks likely that work will commence on curriculum development in these subjects shortly after the summer break. It is likely that consultation processes on the relevant background papers will start in late September. As always, the TUI will be encouraging members to get involved in those consultations.

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 Special Educational Needs (SEN) students in Senior Cycle. As always, 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 work in the area in Leaving Certificate Applied.

L1/L2 Learning Programmes:

The final set of 10 modules have been approved by Council and are with the Minister for approval and will then be published. This is the end of the development work for the L1/L2 LPs as the full suite of modules is now complete. At the time of writing (August 2026) it was expected that students taking a Senior Cycle L1 and L2 programme would have recently received their SEC-certified Leaving Certificates for the first time. This is an important moment not just for the students concerned but for the whole education system. It is a moment that the TUI has looked forward to for quite some time and we would like to congratulate all involved in this great achievement.

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 development groups. The TUI would also like to thank the DEY, SEC and NCCA for providing information for this article.

Climate and Sustainability Handbook launched in Cloughjordan Ecovillage

The TUI Climate and Sustainability Handbook was formally launched on 27th May at Cloughjordan Ecovillage, Co. Tipperary. The event brought together Climate and Sustainability representatives, branch nominees and TUI officials from across the country for a day focused on practical action, shared learning and the role of the trade union movement in responding to climate change.

The setting provided a fitting backdrop for the launch. The day began with tea and coffee, followed by an introduction to Cloughjordan Ecovillage and a guided tour of the site. Attendees were able to see at first hand how a community can place environmental responsibility, sustainable living and cooperation at the centre of its work.

The programme also included a facilitated discussion, a contribution from Paul Gavan, Campaigns and Advocacy Officer with the Irish Congress of Trade Unions, and a dedicated TUI session on the new handbook. Members received guidance on how the handbook can support climate and sustainability work within branches, workplaces and the wider Union. The role of the branch Climate and Sustainability Representative was also explored, with a focus on building awareness, encouraging participation and helping branches turn policy into practical activity.

A key strength of the event was the opportunity it created for people with a shared interest in climate action to meet, exchange ideas and learn from one another. The discussions reflected a strong appetite among members to make climate

and sustainability a visible and active part of union work. The launch also highlighted the value of giving branch representatives clear information, practical resources and a network of colleagues who can support one another.

The handbook will provide a useful reference point as this work develops. It offers branches a practical basis for discussion and action, while supporting a more coordinated approach across the Union.

Branches that have not yet elected a Climate and Sustainability Representative are encouraged to do so at their next AGM. Further information on the role and related work will issue to branches in due course.

The handbook can be downloaded from the TUI website.



TUI PROFESSIONAL DEVELOPMENT PROGRAMME

PRE-RETIREMENT SEMINARS 2026/2027

DATE	VENUE
Tuesday 3rd November 2026 9am - 4pm	The Ashling Hotel, Dublin 8
Tuesday 9th February 2027 9am - 4pm	Hodson Bay Hotel, Athlone

TUI will be holding two Pre-Retirement Seminars for our members in the coming academic year. Places are limited and will be allocated on a first-come, first-served basis.

Booking TUI Events

All TUI events can be easily booked through the Events section of your member portal.

Simply log in to the portal on the TUI website to view and secure your booking or scan the QR code below



Tax – Self-Assessment:

Does it apply to you?

For most teachers, tax is straightforward: your salary is taxed through PAYE and Revenue takes care of the calculations through your payroll. But if you or your spouse has income outside your normal teaching role, your tax obligations may be a little more complicated.

This could include income from:

- Self-employment, tutoring or other side work
- Rental properties
- Company directorships
- Foreign income, such as pensions, investments or remote work
- Dividends, capital gains or other investment income

The important thing is not to assume that additional income is automatically covered by PAYE. If you have taxable profits or gains of more than €5,000, or gross non-PAYE income of more than €30,000, you generally need to register for Self-Assessment and file a Form 11 with Revenue.

What is Self-Assessment?

Self-Assessment is the Revenue system where you are responsible for declaring your income and calculating the tax you owe.

For teachers with additional sources of income, this can mean:

1. Working out your taxable income
2. Calculating your Income Tax, USC and PRSI liability where applicable
3. Completing and submitting an annual Form 11 through Revenue Online Service (ROS)
4. Paying any balance of tax due for the previous year
5. Paying Preliminary Tax towards the current year

It may sound complicated, particularly if you are dealing with Self-Assessment for the first time. Keeping accurate records and understanding which income and expenses need to be included is important.

That is where getting professional help can make the process much simpler.

Important Deadlines

The standard Pay & File deadline is 31st October each year.

For example, by 31st October 2026, taxpayers generally need to file their 2025 tax return, pay any balance of tax due for 2025 and pay Preliminary Tax for 2026. If you file and pay electronically through ROS, the deadline is extended to 18th November 2026.

What Happens If You're Late?

Missing a Self-Assessment deadline can be costly. Revenue may apply a surcharge to a late return, along with interest on late tax payments. The current Revenue guidance states that a surcharge of 5% can apply where a return is submitted within two months of the deadline, increasing to 10% where it is submitted later.

The easiest way to avoid unnecessary stress is to keep your records organised and deal with your return well before the deadline.

TUI Member Support from Tax Return Pro

As a TUI member, you have access to discounted tax return and tax advice services from Tax Return Pro.

With more than 20 years' experience supporting public and private sector workers, Damian Wilson and the Tax Return Pro team can help you understand your tax position and take the hassle out of completing your return.

Whether you need help with Self-Assessment, a PAYE tax refund, Capital Gains Tax or inheritance and gift tax, professional advice can give you confidence that your tax affairs are being dealt with correctly.

To get started, register on www.TaxReturnPro.ie. From here you can:

- Complete our jargon-free tax questionnaire
- Request additional services
- Arrange a consultation
- Contact us directly

If you aren't sure what applies to you, simply email hello@taxreturnpro.ie for a free consultation available as part of your TUI membership.





Teachers' Union of Ireland Application Form

Join over 22,000 teachers and lecturers just like you!

Protect your career - Join the TUI Today

Deductions

Payroll number/Employee I.D./Staff Number –
as it appears on your payslip:

--	--	--	--	--	--	--	--	--	--

Personal Details

Please circle: Mr / Mrs / Ms / Mx	Address:	Date of birth:
First name:		Personal Email:
Surname:		
Previous Name (if any):	Eircode:	Mobile:

Workplace Details

Employer (Tick one of the options below)		
Department of Education ☐	TU or IoT ☐	ETB ☐
Workplace Name and address:		Eircode:

When did you most recently join the public sector?

If you have re-joined the public sector after a break of more than 26 weeks (not counting career breaks or unpaid leave), your answer should be based on the date you most recently re-joined. ☐ Before 1st April 2004 ☐ On or after 1st April 2004

Academic Qualifications

Academic qualification (Full):	
Degree subjects:	
Subjects taught:	

Appointment Details

Date of appointment (Current employer):	Date first commenced Teaching/Lecturing:
Grade (e.g. Teacher, Youthreach Resource Person, Lecturer etc)	

Are you registered with the Teaching Council? YES ☐ NO ☐ Teaching Council Number _____

(Not relevant to third level):

Is your appointment: Permanent/CID ☐ Non-Permanent ☐ Job Share ☐ HPAL ☐

Have you Full hours ☐ Less than full hours ☐ If less than full hours indicate number of timetable hours

Please tick A or B: 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 ☐

Union Membership

Are you at present, or have you ever previously been a member of any other union?	Yes
	No
If yes, please state the name of Union/Branch/ Place of Employment/ Dates:	

I consent to the TUI contacting this union(s) in accordance with the Constitution of the Irish Congress of Trade Unions ☐

Data Privacy Notice (Terms of Engagement Data Protection Act 2018)

The Teachers' Union of Ireland (TUI) as a data processor is legally required to comply with the terms of the General Data Protection Regulations (GDPR) 2018. The TUI respects the fundamental right that GDPR provides to an individual regarding the processing of their personal data. For more details and information, please refer to the TUI's data privacy notice tui.ie/about-tui/tui-and-gdpr.

Why we process your data, the lawful basis for doing so and who we share your data with.

The information you provide will be used to process your application to join the Teachers' Union of Ireland (TUI). This will enable the Union to communicate with you on all matters concerning and pertaining to your membership of the Union; enable you to participate in Union ballots and/or surveys; and to enable deduction at source facilities to be used by your employer.

Your explicit consent allows the TUI to share your contact details, and confirm your membership status with the TUI Credit Union.

Your explicit consent also allows the TUI to share your union membership data with Cornmarket Group Financial Services Ltd (Plan Administrator) and Aviva Life and Pensions Ireland (Plan Insurer), for the purposes of providing eligible members with cover under the TUI Income Continuation Plan (including 9 months free). See cornmarket.ie/data-privacy-notice and Aviva's Data Privacy Policy at aviva.ie/about-and-support/privacy for more details. The information provided by you on this form will be used by the TUI, Cornmarket and Aviva Life and Pensions Ireland separately. If Cornmarket already has your details on their system, they will update your contact details based on the information you provide on this form.

We share this data with our computer management system provider and Microsoft cloud for the purpose of management and data storage. We may also send you emails through our email service provider. They may only process this data for the purpose of providing us with their services and for no other purpose.

We will retain this data until we are notified of your death and/or you cease to be a member of the Union.

9 months free access to Income Continuation Plan

The TUI has negotiated automatic access to the TUI Income Continuation Plan provided by Aviva Life and Pensions Ireland, for new* TUI joiners who meet the eligibility criteria, saving time completing an application form and avoiding potential medical underwriting. The Plan includes Disability Benefit; Specified Illness Benefit and Death Benefit. **There is no cost to membership for the first 9 months.** Access to MyDoc is also included as a benefit of the Income Continuation Plan.

Cornmarket (Plan Administrator) will start to collect premiums at the end of the 9-month free period automatically from your salary. If accepted as a member, you can cancel your cover at any time by contacting Cornmarket. Cover will not begin until Cornmarket writes to you confirming you have been accepted as a member of the Plan. Cornmarket will share further details regarding the Plan with you once the TUI have reviewed your application and accepted you as a member of the TUI. See cornmarket.ie/tui-nine-months-free for full details of Plan benefits, terms, and conditions.

If you are not eligible for Plan Membership, you will still be able to avail of MyDoc, free for 12 months. Details regarding the service will be provided to you separately. Cornmarket does not guarantee the on-going availability of MyDoc and may, at its sole discretion, withdraw access to the service at a month's notice. If Cornmarket withdraws the service, they will write to notify you in advance of its removal.

*Refers to those applying to join TUI for the first time. Existing or previous TUI members are not eligible for Auto Access, and should apply for membership of the Plan using the standard application form, which is subject to medical underwriting.

I Understand ☐

Income Continuation and consent

Trade Union membership is a special category of personal data under Data Protection law and requires your consent to be processed.

By ticking "I consent" below, you are agreeing to the TUI sharing* your Trade Union membership details with Cornmarket.

Cornmarket as Plan Administrator will process and retain details of your Trade Union membership for the purposes of assessing eligibility and admitting eligible members (automatically) to the Income Continuation Plan, (with 9 months free cover), and for the ongoing administration of the Plan. Where you have opted in to Rewards, Cornmarket will provide you with information on discounts and offers for TUI members.

Consent may be withdrawn at any time by emailing Cornmarket at dataprotection@cornmarket.ie.

*Trade Union membership pertaining to existing or previous TUI members will not be shared with Cornmarket for the purposes of Auto Access. Such individuals may apply to join the Plan using the standard application form which is subject to medical underwriting.

I Consent ☐

Would you like to join TUI Rewards?

Would you like to join Rewards for TUI members? Rewards is a club for all new or rejoining TUI members that will give you access to exclusive offers, competitions and discounts such as discounts off Car, Travel and Health Insurance and free financial health checks and mortgage advice.

Rejoining TUI members also get access to 12 months free MyDoc online GP service and a 9 months free Income Continuation offer via this club. Rewards is run by Cornmarket.

For more details about Rewards see cornmarket.ie/tui-rewards. By ticking the opt in box below, you are agreeing to Rewards Terms & Conditions (see cornmarket.ie/rewards-club-terms) and Data Protection Statement (see cornmarket.ie/rewards-dps).

Tick here to join Rewards for TUI members ☐

Declaration

By completing this application for membership, I confirm / understand / authorise the following

- The rate of the Union subscription is determined by TUI Annual Congress. The Teachers' Union of Ireland will alter the amount of this deduction in line with agreed salary scale changes.
- It is my responsibility to inform the Teachers' Union of Ireland of any change to my employment status. (Union subscriptions are suspended when members are on unpaid leave).
- The deduction is to commence as soon as possible and to continue until and unless I serve written notice to cease my deductions to the Teachers' Union of Ireland. Any delays in commencing or ceasing my deduction will be due to employer payroll schedules.
- It is my own responsibility to ensure the correct deduction is made from my salary. Arrangements for the refund of deductions or the payment of arrears are to be made directly with the Teachers' Union of Ireland.
- I agree to Cornmarket's Deduction at Source Terms and Conditions available at cornmarket.ie/tui-nine-months-free/tui-das-terms-and-conditions. I understand this only applies if I am eligible for Plan membership and have provided my consent for Cornmarket to process my Trade Union membership.
- I authorise my employer to deduct premiums for the TUI Income Continuation Plan from my salary/wages and for my employer to pay this amount to Cornmarket on my behalf when my period of free cover ends. I understand this only applies if I am eligible for Plan membership and have provided my consent for Cornmarket to process my Trade Union membership data and have not been a member of TUI previously.
- I authorise the TUI to share my contact details with the TUI Credit Union.
- I authorise the TUI to confirm my membership status with the TUI Credit Union.

Consent

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

- I authorise the TUI to disclose my details to the payroll section of my employer for deduction at source of my TUI Union subscription.
- I authorise the payroll department of my employer to make a deduction of the Union subscription from each salary cycle appropriate to my employment and pay this amount to the TUI on my behalf.
- I authorise the TUI to share my personal data with Cornmarket for the purposes of potential admission to the TUI Income Continuation Plan, where I have provided consent for Cornmarket to process my Trade Union membership data, and have not been a member of TUI previously.
- I hereby apply for membership of the Teachers' Union of Ireland and if accepted, agree to be bound by the Rules of the Union now in force and as may be amended in the future.

I Consent ☐

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

TUI Data Protection Officer, 73 Orwell Road, Rathgar, Dublin 6, DO6 YP89 or by emailing dpo@tui.ie.

Signature _____ Date _____

Note 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 DO6 YP89. Applications received will then be forwarded to the relevant Branch Secretary for Branch consideration.

OFFICIAL
USE ONLY

New Member: ☐
Number: _____

Existing Member: ☐
Area: _____

Branch: _____

RMA News

RMA Officer Board Plans Programme of Work for 2026–2027

The Officer Board of the TUI Retired Members' Association (RMA TUI) met at TUI Head Office on 16th July 2026 to agree the programme of work for the year ahead.

The meeting considered a wide-ranging agenda including the schedule of Management Committee meetings, a review of the RMA branch network and Constitution, social and cultural activities, and organisational matters.

Management Committee Meeting Schedule

The following schedule of meetings has been agreed for the 2026–2027 year:

Date	Venue	Meeting
9th September 2026	TUI Head Office	Management Committee
17th November 2026	TUI Head Office	Management Committee
11th February 2027	TUI Head Office	Management Committee
15th April 2027	Cavan Crystal Hotel	Management Committee
13th May 2027	Ardilaun Hotel, Galway	RMA Annual General Meeting

Management Committee members are asked to note these dates in their diaries.

Review of the RMA Branch network

The Officer Board has commenced a review of the RMA branch network with the objective of developing a fair, transparent and consistent system of financial support for active branches.

Area Representatives have been asked to provide an update on the branch or branches operating within their assigned areas. The purpose of the review is to establish the organisational structures currently in place throughout the country. Representatives are not being asked to establish or revive inactive branches. Rather, the review seeks to identify existing branch structures and gather information on their organisation, banking arrangements and financial resources.

The review recognises that, in some areas, branches listed in the Constitution have effectively merged and now operate as a single entity, while other areas continue to have several active branches.

Following consideration of the reports, the Officer Board will develop recommendations for a pro-rata allocation of financial support to active branches. These proposals will be considered by the Management Committee at its September meeting.

Review of the RMA Constitution

The Officer Board has also begun a comprehensive review of the RMA Constitution.

While the Constitution has served the Association well over many years, it is considered timely to update the document to reflect current practices and present it in a clearer, more concise and user-friendly format.

Draft proposals will be considered by the Management Committee before being submitted to the TUI Executive Committee for approval.

Social and Cultural Activities

More than sixty members participated in the RMA Spring Break in Derry during March. Members enjoyed visits to many of the city's best-known attractions, including the historic City Walls, Guildhall, Peace Bridge, the Bogside and St Eugene's Cathedral. The programme also included a visit to Seamus Heaney HomePlace in Bellaghy, where members enjoyed an informative tour celebrating the life and work of Ireland's Nobel Prize-winning poet.

The trip received an excellent response from participants and provided a wonderful opportunity for members to renew friendships while enjoying the history and culture of the north-west.

Preparations are now well advanced for the **RMA Autumn Tour to Croatia**, which takes place from **16th–20th October 2026**. Interest has been exceptionally strong, with forty-eight places already booked. A limited number of places remain available. Members interested in travelling should contact **Andrew at GTI Travel (01 843 4734)** as soon as possible.

Planning has also commenced for the **2027 Spring Break**, which will take place from **9–11 March 2027** at the **Granville Hotel, Waterford**. Full details will be included in the next TUI News.

Honorary Treasurer retires after decade of service

At the RMA Annual General Meeting in Athlone in May, members acknowledged the outstanding contribution of **Tim O'Meara**, who retired as Honorary Treasurer after more than ten years of dedicated service, in accordance with the Association's constitutional term limits.

Throughout his tenure, Tim ensured the efficient management of the Association's finances, overseeing the collection, recording and auditing of membership income while maintaining the highest standards of financial accountability.

His role became increasingly complex as membership subscriptions were collected through a variety of payment methods, including Standing Orders, Direct Debits,

bank transfers and Deduction at Source for retired ETB members. This required regular engagement with a number of government payroll and pension agencies as administrative arrangements evolved over the years.

Working closely with fellow officers, Tim helped maintain the Association's sound financial position while supporting continued growth in membership.

On behalf of the Officer Board, Management Committee and all members of the RMA, sincere thanks are extended to Tim for his commitment, professionalism and outstanding service. He leaves the Association in a very strong financial position for the future.

Welcoming a New Honorary Treasurer

The Officer Board is pleased to welcome **Seamus O'Fearraigh** as the Association's new Honorary Treasurer and wishes him every success in his new role.

New Area Representatives

The Officer Board also welcomes three new Area Representatives to the Management Committee:

- **Maura Fitzgibbons – Cork Branch**
- **Ray Coyle – Midland Branch**
- **Tim O'Meara – Limerick Branch**

Their experience and commitment will make a valuable contribution to the work of the Association.

Sincere thanks to Mark Jordan

Following thirteen years of exceptional service, **Mark Jordan** has stepped down as the Association's IT/Data Officer.

Since establishing the RMA website more than a decade ago, Mark has overseen its continuous development and maintenance, ensuring that it became an invaluable source of information and communication for members. His expertise and commitment have greatly enhanced the work of the Association and supported its growing membership.

The Officer Board extends its sincere thanks to Mark for his outstanding contribution over the years.

Keeping the RMA Strong and Active

Members are encouraged to support their local RMA branch by attending meetings and participating in its activities. A vibrant branch network is central to the continued success of the Association.

If you know a colleague who has recently retired, why not encourage them to join the Retired Members' Association and continue their involvement with the Teachers' Union of Ireland through the RMA?

2026/27 Subscriptions

Payment will be taken automatically from those on deduction at source or standing order; All other members: Please pay as per letter sent out with diary/planner.

Sponsored By



Congratulations to:
Vol 48 No 5 winner
Bríd Ryder,
Ballyphehane FET
Centre, Cork.

Crossword

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

Only one entry per member.
 Photocopies can be submitted.

Name _____

Workplace _____

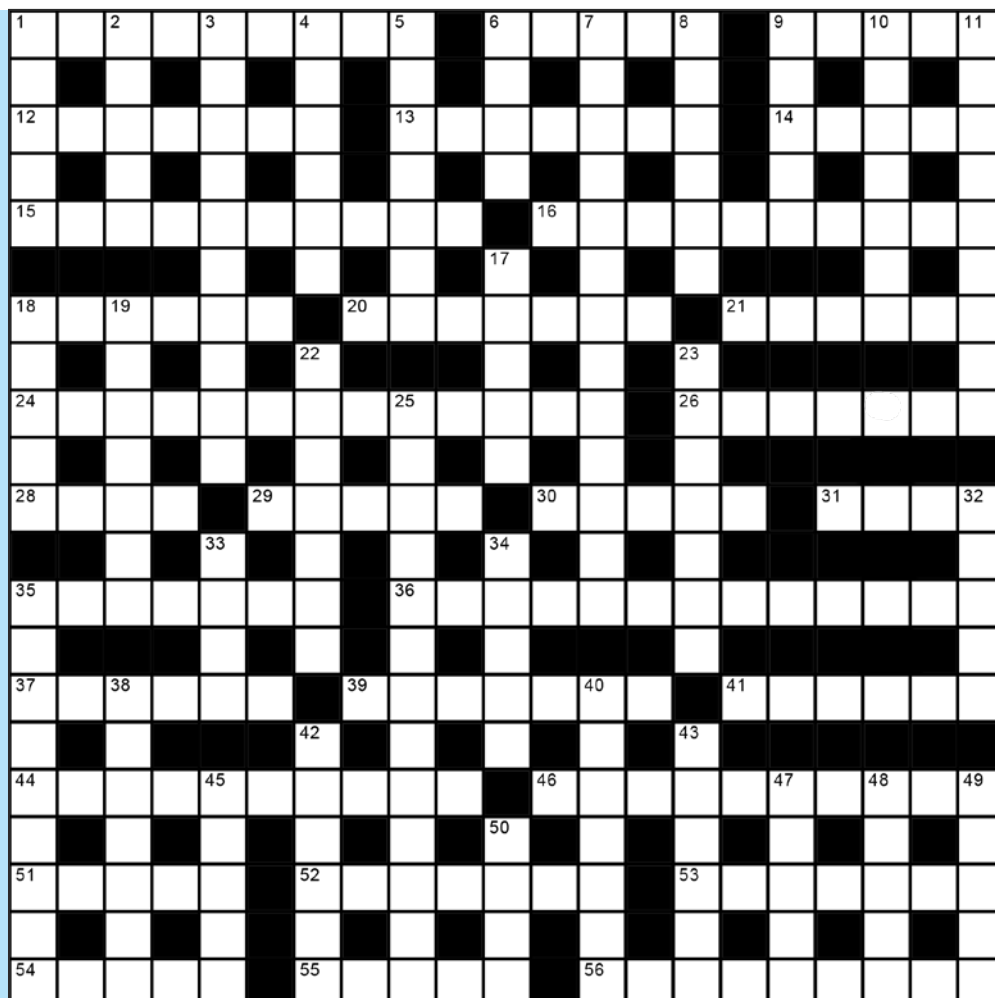
Address _____

Contact number _____

TUI Branch _____

Send entries to:
 TUI Crossword September 2026
 TUI, 73 Orwell Rd, Rathgar,
 Dublin 6, D06 YP89.

Closing date for entries:
 Friday, 30th October 2026



Across

- 1 Take possession of something when the present owner defaults on payments (9)
- 6 ----- peas - a dish made from soaked and cooked marrowfat peas (5)
- 9 All the loaves of bread baked at the same time (5)
- 12 Harmful to living things; injurious to health. (7)
- 13 Put into a proper or systematic order (7)
- 14 Water at boiling temperature diffused in the atmosphere (5)
- 15 Showing hovering attentiveness (10)
- 16 Narrow chisel made of steel; used to cut stone or bricks (4,6)
- 18 Apparatus that makes copies of typed, written or drawn material (6)
- 20 Granular preparation of cassava starch used to thicken especially puddings (7)
- 21 (Greek mythology) the Muse of astronomy (6)
- 24 (informal) a change of opinion, belief or decision (6,2,5)
- 26 A building where theatrical performances or motion-picture shows can be presented (7)
- 28 Highly excited by eagerness, curiosity, etc. (4)
- 29 A certificate whose value is recognized by the payer and payee; not currency but may be convertible into currency (5)
- 30 A member of the Nahuatl people who established an empire in Mexico that was overthrown by Cortes in 1519 (5)
- 31 Area of land bigger than surrounding land (4)
- 35 A spice derived from orchids, the seed and pods used in cooking (7)
- 36 A state of extreme happiness (7,6)

Down

- 37 An amusingly eccentric, grumpy or old-fashioned old man (6)
- 39 Emit long, loud, high-pitched cries or howls (7)
- 41 Existing during the same period of time or having the same age (6)
- 44 Quality or fact or degree of being visible; perceptible by the eye or obvious to the eye (10)
- 46 A lively interest (10)
- 51 Structural member consisting of the vertical part of a stair or step (5)
- 52 Time available for ease and relaxation (7)
- 53 Fortune-teller who predicts your future by the lines on your palms (7)
- 54 A quantitative or qualitative test of a substance (especially an ore or a drug) to determine its components (5)
- 55 Hot or warm and humid (5)
- 56 Complete eating all the food on one's plate or on the table (6,3)
- 1 The tough outer layer of certain fruits, vegetables, and cheeses (5)
- 2 (computing) the smallest discrete component of an image or picture on a digital display, typically a coloured dot (5)
- 3 Hard-cooked eggs encased in sausage meat then breaded and deep-fried (6,4)
- 4 Artificial and inferior (6)
- 5 A hand tool with a thin flexible blade used to mix or spread soft substances (7)
- 6 Deep soft mud in water or slush (4)
- 7 Generally someone over the age of 65 (6,7)

- 8 Give in, as to influence or pressure (6)
- 9 Hieronymus -----, 15th century Dutch artist (5)
- 10 A crime that undermines the offender's government (7)
- 11 Cause to feel shame; hurt the pride of (9)
- 17 A roll of tobacco for smoking (5)
- 18 Powder of ground roasted cacao beans with most of the fat removed (5)
- 19 1986 Oliver Stone movie set during the Vietnam War (7)
- 22 The final layer of paint or varnish that is put on something (7)
- 23 A major city in the central Netherlands, known for its medieval centre and university (7)
- 25 Making too fine distinctions of little importance (13)
- 32 Human-made channel built for boat navigation, land irrigation, or drainage (5)
- 33 A river in northern Germany (4)
- 34 A small pendant fleshy lobe at the back of the soft palate (5)
- 35 With the order reversed (4,5)
- 38 Deliberately stop oneself from doing or consuming something (7)
- 40 Become tense, nervous, or uneasy (5,2)
- 42 A downhill race over a winding course defined by upright poles (6)
- 43 A place of worship that has its own altar (6)
- 45 Any of numerous small and pulpy edible fruits; used as desserts or in making jams and jellies and preserves (5)
- 47 Alone (esp. in stage direction) (5)
- 48 Pertaining to or containing any of a group of organic compounds of nitrogen derived from ammonia (5)
- 49 A unifying idea that is a recurrent element in literary or artistic work (5)
- 50 Actively or fully engaged or occupied (4)