



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

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PROTECT YOUR PROFESSION



PROTECT YOUR CAREER

JOIN TUI TODAY

A Word from the President - Anthony Quinn

CONTENT

- p.2 A Word from the President
- p.4 Senior Cycle redevelopment update
- p.5 Staffing changes at Head Office
- p.6 Global Development Fund and Assistance Fund
- p.7 ICTU Biennial Conference 2025
- p.8 Welcome to the profession – advice from TUI's Executive Committee
- p.12 New members on the TUI Executive Committee
- p.14 Some key TUI directives
- p.18 Breaking gender bias in vocational education and training
- p.19 TUI's solidarity with the Palestinian people
- p.20 General information for new members
- p.22 TUI guide for new teachers
- p.26 TUI guide for new lecturers
- p.30 TUI guide for new FET members
- p.31 Pre-Retirement training courses
- p.33 Dispute regarding national agreed contracts for third level
- p.34 Training schedule 2025/26
- p.36 Tax advice for TUI members
- p.41 TUI application form
- p.43 RMA News
- p.44 Crossword

A Unified Front for the Challenges Ahead

I am extremely proud to have taken up office as President of the Union following my election to the position in a national ballot earlier this year. I thank you for your trust and look forward to working with you and for you in the months ahead.

This update comes at a critical juncture for our Union and for the education sector as a whole. Recent months have seen significant activity on a number of fronts, and it is vital that every member, in every sector, is clear on our shared objectives and the collective strategy we are pursuing.

Our core strength has always been our diversity, and the wide breadth of educators that we represent gives us a unique

perspective on and overview of our education system. The TUI is not a monolith but a coalition of educators all working towards the common goal of protecting and enhancing the quality of public education. However, we must constantly guard against the natural tendency for sector-specific issues to create fragmentation. The challenges in a post-primary school, an ETB, or a technological university, while different in their day-to-day manifestation, are symptoms of the same underlying condition: systemic underfunding and a failure by successive governments to prioritise education as the essential public good that it is. This neglect is starkly set out in international comparisons that consistently show how dismal our national spend on education is.

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Our current bargaining agenda is a direct response to this. The campaign to fully reverse the discriminatory pay inequality imposed on those who entered the profession post-2011 is a prime example of a unified fight. This was not an issue for 'newer' members alone; it was an attack on the profession itself and resolving it strengthened the pay and conditions framework for everyone. Similarly, our relentless push to eliminate precarious work and casualised contracts—from substitute teachers to fixed-term lecturing staff—is a sector-spanning priority. Insecure work undermines educational continuity, devalues expertise, and exploits dedicated professionals. Ending it is a common goal.

Engagement with the Department of Education and Youth and the Department of Further and Higher Education, Research, Innovation and Science and with other stakeholders is continuous. We are pressing the urgent need for meaningful workload management. This is not an abstract concept; it means tangible reductions in class size and contact hours for teachers and a fair, sustainable framework for academic staff that properly balances teaching, research, and administrative duties. Furthermore, our demand for the adequate resourcing of our sectors is non-negotiable. This

includes capital investment to upgrade dilapidated buildings and outdated equipment, and the provision of necessary supports for students with additional needs, which directly impacts the working conditions of our members.

It is crucial to understand that progress in one area creates momentum in others. A win at the bargaining table on pay for one sector sets a benchmark. A successful campaign for better resources in further education strengthens the argument for investment in higher education. We are not competing for a slice of a finite pie; we are campaigning together to demand larger investment. Our power at the negotiating table is derived directly from our unity and our collective mandate.

I urge every member to stay informed and engaged. Read our updates, attend branch meetings, and participate in consultations. Your voice and your experience are what shape our policy. The road ahead will require a strong, cohesive, and active membership.



TUI PRESIDENT, ANTHONY QUINN

By standing together, across all sectors, we will continue to be an unstoppable force for the protection of our members and for the future of education in Ireland.

Together we are stronger.

Senior Cycle redevelopment update

In May 2025, TUI members voted in a national ballot by a margin of 73% to 27% to accept the *Senior Cycle Redevelopment Implementation Support Measures* document, negotiated with the Department of Education and Youth.

For full background information, TUI members are encouraged to revisit this document, as well as the most up-to-date information note issued by the Department (August 2025, Issue 12).

‘Tactical and strategic’ ballot

The ballot was a tactical and strategic one and by voting in favour of the agreement, TUI members ensured that if the Department fails to uphold or renege on any of the components agreed we retain and have the mandate to ballot for industrial action—up to and including strike action—without the risk of pay cuts. This protects our collective position and holds the Department to account on each and every commitment made as part of the agreement.

Minister’s veto

The TUI has made clear that the ballot was on the acceptability of the implementation measures and not the actual curriculum, which the Minister has the power to prescribe under the Education Act and which other stakeholders – including teacher unions - have no veto over.

Only second-level union engaged with Department

At present, the TUI is the only second-level union directly engaged in discussions on the agreed measures and has participated in a number of meetings directly with the Department in relation to same. Under the Education Act, the Minister has instructed all teachers to deliver the redeveloped Senior Cycle curriculum, beginning with the nine new subjects in Tranche 1.

Qualification for CID after one year

During engagements with the Department, the TUI highlighted ongoing issues with recruitment and retention within the system. The TUI has secured a commitment confirming that teachers will now qualify for a CID after one year.

Restructured ‘Croke Park’ Hours model

A revised Croke Park Hours circular will introduce a restructured model, outlining that:

- 19 hours are to be delivered on a whole-school basis, following meaningful consultation with staff.
- The 14 remaining hours are to be conducted under a “high trust” model, linked to teachers’ professional work, including the implementation of the Senior Cycle redevelopment.

Additional posts of responsibility

Additional Posts of Responsibility at Assistant Principal I and II levels will be created from September 2026, each with associated time alleviation (4 hours for API, 2 hours for AP2). These hours will be returned to the school’s allocation, thereby increasing the number of teaching hours available to members who are currently not on full hours.

The posts will be created to support both Senior Cycle redevelopment in all schools and the L1 and L2 programmes, where applicable. The TUI is currently engaging with the Department on the creation and application of these positions.

Introduction of revised English and Accounting specifications now delayed

The Minister has also agreed to delay the introduction of the new English and Accounting specifications in Tranche 2. While we were disappointed that Physics, Chemistry, and Biology were not similarly delayed, the agreed rapid review process will allow for timely adjustments should issues arise.

Full indemnity for teachers authenticating students’ work

Work continues on finalising the teacher’s role in the authentication of student work – the Union has sought and received assurances in this regard. The outcome will clearly define expectations, limit teacher involvement in subsequent investigations, and provide full indemnity for all practising teachers.

Other matters, such as bonus marks for students completing examination work through Irish, are now concluded.

Working groups on Teacher Workload and Artificial Intelligence

Meanwhile, joint working groups on teacher workload and the use of Artificial Intelligence in assessment and teaching are being established, with terms of reference agreed with TUI. At present the TUI is the only Union involved in these committees, shaping the direction of policy for the future.

Pay increases

In terms of pay, members received a 1% increase in August under the current agreement. Importantly, post-primary teachers received an additional 0.35% which was the remainder of the cost of the restoration of the PME allowance to all points of the post-2011 scale. This achievement was made possible because second-level teachers chose, through sacrifice, to prioritise pay equality for our new entrant colleagues.

Looking ahead, TUI members have made it clear that the 1% local bargaining payment due from 1 September 2025 must be

applied as a general pay increase for all. The same applies to the subsequent 2% increase in the forthcoming deal. In return, members have agreed to implement the Senior Cycle redevelopment as instructed by the Minister, and as provided for in our agreement. It is also worth noting that, regardless of proposals made by other unions, the Department has confirmed that cooperation with Senior Cycle redevelopment will remain its central priority in local bargaining.

Erosion of teachers' personal time

The TUI is acutely aware of the ongoing erosion of teachers' personal time, and the unsustainable workload demands during term time and beyond. Reducing workload and restoring work-life balance is a key TUI priority. Smaller class sizes, reduced contact time, and our 20/20 Vision for Education (No more than 20 contact hours a week and no more than 20 students per class) remain central objectives and will be prioritised in our engagements with the Department.

Members have a role to play in protecting their personal time. We urge them to strictly adhere to the terms of all TUI directives and Department circulars. Do not take on additional work beyond what is required. Protecting your health, wellbeing, and family time must come first.

Staffing changes at Head Office

All at TUI were very sad to see our colleagues Maria Malone and Colette McGinley depart from Head Office. Both were great colleagues and hugely valuable assets to the Union and its membership, Maria since 1990 and Colette since 2013. We wish them the very best in the future.

In saying goodbye to departing colleagues we also formally welcome Sarah Dunne, who joined the Head Office administrative team earlier this year.

Also, former Executive Committee member Ray Ryan was appointed to the position of Assistant General Secretary following a recruitment process after the departure of Eoin Griffin on career break.

In addition, following a recruitment process, former Executive Committee member Anthony Dowling has been

appointed to the position of Associate Official on a two-year contract. This is a new grade created to further enhance the service to members.

All the best to Sarah, Ray and Anthony in their roles.



TUI's Global Development Fund – applications open for 2025

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, Philippines, Tanzania, Kenya,

Zimbabwe, Uganda, Mali, Cambodia, Cameroon, Lesotho and South Africa benefited under last year's 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 Patricia Keating, Administrative Officer at pkeating@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 31st October 2025.



TUI Assistance Fund

An Assistance Fund for TUI members and members of the Retired Members' Association is in operation.

The purpose of the fund is to assist members who, through no fault of their own, find themselves experiencing serious

financial issues. €1.50 of each member's annual subscription and €1.00 of each member of the RMA's annual subscription is allocated to the Assistance Fund and Branches which report a surplus in their Annual Return may donate to the fund.

Enquiries and requests for assistance should be directed to Ann Mulcahy (amulcahy@tui.ie) or Jane O' Sullivan (josullivan@tui.ie) in the first instance. Applicants will be asked to complete an application form and also to submit a letter of application.

TUI warns of dangers posed by ‘small but vocal’ far right movement



TUI PRESIDENT ANTHONY QUINN AND DEPUTY GENERAL SECRETARY ANNETTE DOLAN ADDRESSING ICTU'S BIENNIAL CONFERENCE IN BELFAST

In a motion unanimously passed at ICTU's Biennial Conference in Belfast in July, the TUI warned that violence fuelled by online disinformation poses a significant threat to 'safe, inclusive and supportive learning environments' for all in education communities.

The union said that of particular concern in recent years is the widespread availability and influence of misogynistic content, as well as racist and homophobic/transphobic rhetoric fuelled largely by a small but vocal far right movement.

The resolution commits the trade union movement to:

1. Supporting educators/workers in reporting incidents and concerns related to far-right extremism, threats and incidents of violence.
2. Providing resources and training for educators/workers to recognise and respond to disinformation that threatens the safety of workers and the wider community that they serve.
3. Advocating for policies and protocols that prioritise student and staff safety, particularly in the face of external threats.
4. Building partnerships with local community organisations to prevent and respond to incidents of far-right violence.
5. At a national level, developing lines of communication between unions/ICTU and the Gardai to ensure fast and informed responses to threats to worker safety.
6. Promoting inclusive and equitable educational practices that confront harmful ideologies, empower vulnerable community members, and cultivate empathy, critical thinking and social responsibility.

Standardised School Year 2025/26

October 2025 mid-term break

All schools will close from Monday 27th October 2025 to Friday 31st October 2025 inclusive.

Christmas 2025

All schools will close on Friday 19th December 2025, which will be the final day of the school term. All schools will

re-open on Monday 5th January 2026.

February 2026 mid-term break

Post-primary schools will close from Monday 16th February 2026 to Friday 20th February 2026.

Easter 2026

All schools will close on Friday 27th

March 2026, which will be the final day of the school term. Schools will re-open on Monday 13th April 2026.

*See Circular Letter 72/2022

Welcome to the profession!

As you commence your new career in Post-Primary, Further Education and Training or Higher Education, members of the TUI Executive Committee across the sectors have some practical advice to offer.

Anthony Quinn

New President of the TUI

As we stand at the threshold of a new academic year, I am reminded of the profound responsibility and privilege we share as educators. To our newest colleagues – welcome to a profession that will challenge, fulfil and transform you. To our experienced members – your dedication continues to shape the future in ways no other profession can.

Teaching is both an art and a science, demanding not just knowledge of your subject, but empathy, resilience, and vision. Each lesson you plan, each student you guide, each challenge you navigate contributes to something greater than yourself. There will be days of immense satisfaction and moments of frustration – this is the nature of our vital work.

The TUI stands with you at every stage of your journey. We are committed to ensuring your voice is heard, your rights protected, and your professional development supported. Remember that while the classroom may be your domain,



you are part of a wider community of educators working together to uphold the highest standards of our profession.

As you prepare your classrooms and your plans, know that the work you do matters – today, tomorrow, and for years to come. Wishing you a year of growth, achievement, and professional fulfilment.

Jean Beswick

TUI Area 11 representative
Galway Community College

Congratulations on your appointment! An exciting year ahead awaits you but it will not be without its challenges. Here are a few pointers from my many years' experience in teaching and life to help you navigate your way on your new adventure.

Dos and Don'ts...

- Go to the staffroom for breaks and lunch as social connection is what will support you

during the year ahead.

- Build relationships with everyone you work with, from the cleaners, caretakers, SNAs, secretaries, management and teachers. And with the students you teach.
- Smile and say hello to everyone you meet along the corridors.

David Waters

Past President, TUI

Greenhills Community College, Dublin

The main advice I would give anyone starting off their career in teaching is to become active in the TUI. You will learn more by going to branch meetings than from any form of CPD. The knowledge and skills you acquire will not only improve your working conditions but also make you a better teacher.

The TUI is a grassroots organisation which is run by teachers, for teachers. I started out as a New Entrant Teacher striving for pay equality back in 2012. Through campaigning with the TUI teachers have gone from an annual starting salary of €27,000 in 2012 to one of over €46,000 in 2025. This is proof that teachers on the ground can make a huge difference by taking on roles in the Union, and directing policy so that the lives of teachers are improved.

It is only through active participation that the voice of the practitioner will be heard. In the current climate the voice of young teachers is essential. We have seen time and time again the Department sidelining the most valuable and knowledgeable insight into education – yours. If we are to improve issues such as, pay, Leaving

Cert reform and workload, then the Union needs people who are willing to be vocal and vociferous on what matters to them.

If you get active in your Union, you not only benefit yourself, but also, all the countless other teachers who are in a similar position to you as well.



- Get involved in school life, volunteer for activities you have an interest in, join in any social activities on offer.
- Look for support and guidance from subject groups, fellow teachers, your mentor and management when you need it. It is not a sign of weakness. We all need support.

- Don't overextend yourself – if you volunteer too much you will burn out!
- Don't neglect your own well-being. Eat well, exercise, rest and play. It's not easy to do it all but try to get a balance.
- Don't listen to the negativity. Find like-minded people and look to them for your support.
- Don't worry that you can't do the job or that you are not good enough, we all have those days when we feel a failure. Or those classes that go horribly wrong. We are all human and we are not perfect (beware of the person who says they are!)
- Don't forget there is a life outside of school.
- Good luck with the year ahead and remember the first term is the toughest and the longest so pace yourself and be kind to yourself and most importantly enjoy the adventure!

Laura Conheady

Vice President, TUI

Carlow Institute of Further Education

Firstly, congratulations on your appointment! You are stepping into a career that is both deeply rewarding and meaningful. Whether you are joining a second-level school, a further education and training centre or a third level institution, your role as an educator offers the chance to inspire, connect, and make a lasting impression on students' lives.

Preparation is key - take time to familiarise yourself with your school or centre's location, layout, ethos, policies, and procedures. Request access to subject planning materials and module descriptors early, and get to know the digital platforms used for attendance and administration. Understanding your students and their individual educational needs will help you adapt your teaching to support their success.

You are not alone - your colleagues are your greatest resource. Don't be afraid to ask questions - it shows your willingness to learn. Link in with your mentor or cooperating teacher, and build strong positive relationships within your department.



Joining your subject association and participating in extracurricular activities will enrich your experience and help you feel part of the wider school community.

Mistakes will happen - reflect and learn from them. Plan your lessons, but remain flexible. Share your passion for your subject, make learning relatable, and build a bank of resources to support your teaching. Finally, join the TUI, which offers valuable professional development, support and guidance.



Shane O'Rourke

TUI Area 17 Representative

Munster Technological University, Cork

Congratulations and welcome to the teaching profession. Helping the next generation of students to learn and to realise their potential is a hugely important and rewarding job and a wonderful privilege. Of course, it can be overwhelming, especially at the beginning. I remember the shock of teaching a full load, when I barely knew where

the photocopier or the staff room were. The great thing is that your colleagues will be more than happy to help. You will have lots of questions, great and small, but don't be afraid to ask them.

I also remember - when I found the staff room - being asked to join the Union, and I would strongly encourage you to join. Your TUI officers and representatives will be able to inform and advise you on all sorts of things related to your job. They will also help you if you encounter some problem, whether it's being put on the right point of the salary scale, augmenting your contract to get more teaching hours or something more delicate.

People sometimes worry that by getting help from the Union you are 'rocking the boat' and that it might backfire, but this really is not the case. TUI has a well-established role, and your representatives will be well used to engaging appropriately with management. Much of the time, your boss will be a TUI member too.

So do join the Union. And even if you miss your TUI rep in the staff room, you can do it online at www.tui.ie. Welcome aboard!

GET OUT OF THE CLASSROOM

Visit the Europa Experience

with your class to learn about democracy in the European Union in a new and engaging way. Book a visit today and bring a new perspective to your classwork. Groups of 12-30 persons can also book into the role-play game, and experience what it's like to be a Member of the European Parliament.



Europa Experience



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New members on the TUI Executive Committee

With effect from 1st July 2025, there are six new members on the TUI Executive Committee. In addition, Anthony Quinn (formerly Vice President) and Laura Conheady (formerly Area 1 representative) commenced their terms as President and Vice President respectively.



ANTHONY QUINN
PRESIDENT
Inver College,
Carrickmacross, Co. Monaghan.



LAURA CONHEADY
VICE PRESIDENT
Carlow Institute of Further Education,
Kilkenny Road, Carlow



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CLODAGH O' HARA
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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 Subject Classes not covered by the above

■ Learning Support		15 (max)
■ Physical Education	(24 recommended)	30 (max)

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 PORs 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.

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.

PEER EVALUATION DIRECTIVE

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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- » Ethical, member-owned & not-for-profit
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Breaking gender bias in Vocational Education and Training

The TUI will lead an Erasmus-funded project, BGB-iVET, in partnership with European and Irish organisations, including Bridgetown College, Wexford and Technological University Dublin. Running over three years, the project will address persistent gender inequality in vocational education and training (VET), a significant barrier to women's participation in the workforce and to achieving equitable economic growth.

Across Europe, gender disparities in VET remain more pronounced than in general education, with 86% of shortage occupations still imbalanced. Boys are steered toward STEM and technical fields, while girls are often channeled into caregiving roles, reinforcing traditional gender roles. These patterns contribute to labour shortages, stifle innovation, harm workplace cultures, and limit both

personal and societal development.

The EU Gender Equality Strategy 2020–2025 and Council Recommendation (2020/C 417/01) highlight VET as key to redressing this imbalance, calling for flexible, inclusive programs, robust monitoring, and equal opportunities for all.

BGB-VET will take an innovative dual approach to meet these challenges:

1. AI-Enhanced Virtual Simulation Platform

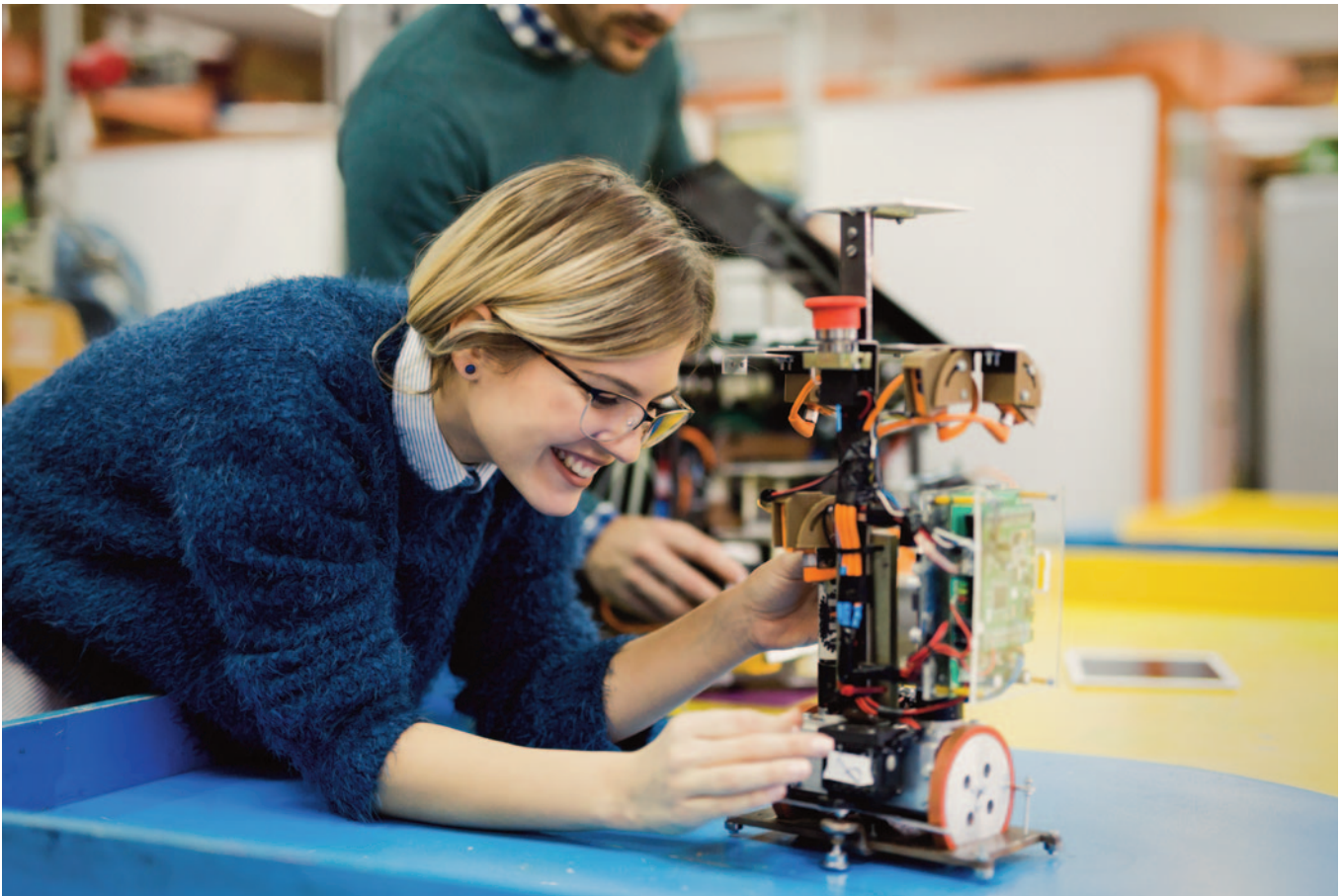
- Promote the ethical, transparent, and fair use of AI, with robust oversight and robust privacy safeguards.
- Support inclusive, bias-aware teaching and learning experiences.

2. Gender Equality Plans (GEPs)

Provide a structured institutional framework for analysing, implementing, and monitoring gender equality, backed by evidence-based data and accountability mechanisms.

The project aims to build teacher capacity to challenge gender stereotypes, implement responsive pedagogy, and use AI responsibly to foster inclusive classrooms. Teachers play a central role in addressing unconscious bias and driving institutional change.

By aligning with EU policies, ethical AI guidelines, and the UN Sustainable Development Goals (SDGs 4 and 5), BGB-VET will promote sustainable and equitable transformation in VET institutions, ensuring responsible technology adoption and fostering gender balance in education and beyond.



TUI's solidarity with the Palestinian people

The TUI condemns the abhorrent and ceaseless genocidal violence that is being perpetrated by Israel against the Palestinian people – a significant proportion of them children.

What has TUI done to support the Palestinian people?

Since October 2023 TUI has called for an immediate ceasefire and the release of hostages, and solidarity with the people of Palestine has been very apparent at recent TUI Annual Congresses.

The union has also taken a number of concrete actions, both centrally and through our membership, to express our support and to contribute meaningfully to alleviating suffering.

To date, the TUI centrally has donated €20,000 to the following humanitarian and advocacy organisations:

- UNICEF – to support their vital child protection and humanitarian work in Gaza.
- Crescent Moon – providing medical relief on the ground.
- Education International (EI) – our global federation, which works to support teachers and education systems in

conflict zones, including Palestine.

In addition to these central donations, TUI branches and members across the country have also organised and made independent contributions and fundraisers through their branches in solidarity with the people of Palestine.

The Union has supported national demonstrations demanding an immediate ceasefire.

The TUI has also consistently called for immediate enactment of the Occupied Territories Bill.

The Union remains committed to the Boycott, Divestment and Sanction Campaign (BDS).

What is BDS?

Boycott, Divestment, Sanctions (BDS) is a Palestinian-led movement for freedom, justice and equality. BDS upholds the simple principle that Palestinians are entitled to the same rights as the rest of humanity.

In 2005, Palestinian civil society organisations called for BDS as a form of non-violent pressure on Israel. The BDS movement was launched by 170 Palestinian unions, refugee networks, women's organisations, professional associations,

popular resistance committees, and other Palestinian civil society bodies.

Inspired by the South African anti-apartheid movement, the Palestinian BDS call urges nonviolent pressure on Israel until it complies with international law.

BDS is an inclusive, anti-racist human rights movement that is opposed on principle to all forms of discrimination, including anti-semitism and Islamophobia.

What can you do?

The TUI encourages members to take part in the regular national demonstrations organised by the Irish-Palestine Solidarity Campaign.

We also urge members to contact their elected representatives in relation to the enactment of the Occupied Territories Bill.

In addition, full details of the background, campaigns and current priority boycott targets of the official BDS movement are set out on the movement's website, which also features further information on how to become involved in the campaign.

<https://bdsmovement.net/>





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 20,500 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
- X: @TUIunion
- Bluesky: @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 School 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.

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 four years to two years, from the start of the school year 2015/16. In line with the agreement between the TUI and the Department of Youth (May 2025), the qualifying period for a CID will be reduced from two years to one year. 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. If a teacher is teaching 16 hours fixed-term in the 'qualifying year' i.e. year 2, then s/he will receive a CID for 16 hours in year 3.

Entitlement to a CID

Unfortunately, in recent years, it had become the norm that newly qualified teachers (NQTs) begin their teaching careers in temporary, part-time positions, employed on fragments of jobs on an insecure basis.

The TUI prioritised this issue and campaigned vigorously to highlight the casualisation of the teaching profession

with the aim of ensuring that permanent and whole-time jobs become available to new teachers to protect both the viability and the professionalism of the career.

As a direct result of TUI's campaign, an expert group was established under the Haddington Road Agreement (HRA). The recommendations of the expert group are set out in Circular Letter 24/2015.

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.

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 31 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.

*Scale correct at 1/9/25

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 €46,448*.

Therefore, if you are contracted for 16 hours per week:

These two lines in box:

Portion of salary = 16/22

Your part-time salary = 16/22 X €46,448 = €33,780

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 January 2011 salary if they were whole-time, would

have a personal qualified rate as follows:

Personal non-casual hourly rate = €46,448/730 = €63.63

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). In recent times, most teachers become permanent by qualifying for a Contract of Indefinite Duration (CID) after two years. As part of the Senior Cycle Redevelopment Implementation Support Measures, TUI has secured a commitment confirming that teachers will now qualify for a CID after one year. It does not apply to other grades in the public service. Please note that under the provisions of the Fixed-Term

for a CID, that is provided for in law, is four years.

Objective Grounds

In the 'qualifying year' (i.e. usually year two) 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 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

*Scale correct at 1/9/25

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 0024/2015 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 reflects 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 find that you are the subject of a Teaching Council complaint you should contact your TUI Area Representative or the relevant TUI official before you do anything in relation to the complaint.

The TUI has been directly involved in the development of the nationally agreed complaints procedures that should be used at school/centre level and continues to participate in the fora that oversee the correct implementation of these agreed procedures.

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 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.

Fixed-Term

Appointment to a fixed-term position follows national 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 2023 for the academic year 2023/24 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 2024/25 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 2025/26 which she has not yet signed. On the 2nd September 2025 she seeks advice from the TUI re 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 2025.

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 wholetime 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.

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 I 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 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 once 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.

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.

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. In recent times, most teachers become permanent by qualifying for Contract of Indefinite Duration (CID) after two years. The two- year qualifying period was secured for teachers following recommendations issued by an expert group established under the Haddington Road Agreement. 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.

As per the Senior Cycle Implementation Support Measures (May 2025), TUI has secured a commitment confirming that teachers will now qualify for a CID after one year.

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.



TUI PROFESSIONAL DEVELOPMENT PROGRAMME

PRE-RETIREMENT SEMINARS 2025/2026

DATE	VENUE
Wednesday 19 th November 2025 9am - 4pm	The Ashling Hotel, Dublin 8
Tuesday 10 th February 2026 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

Simply log in to the Members Area on the TUI website to view and secure all your event bookings.

www.tui.ie

TUI, 73 Orwell Road, Rathgar, Dublin 6, D06 YP89 Telephone: (01) 4922588



MyHealthCheck

PATH TO PROGRESS SERIES



The MyHealthCheck Path to Progress Series is for You!

TUI Members, this powerful 6-part online wellbeing series includes a range of expert videos, created for teachers just like you... to watch whenever suits you best.

The 6-part on-demand series includes:



Cardiometabolic Health and Longevity



Key to achieving your Health Goals



Stress, Health, and Lifestyle Behaviours



Building the Habit of Exercise



Intuitive Eating



Nature, Health, and Wellbeing

Hear more about the series:

"In 2024, MyHealthCheck provided some really interesting high-level insights around heart health, general health, and day-to-day habits. Coupled with this, we all know that the risk of burnout is a very real challenge in this profession, especially with increased workload intensity for many members. This series considers all of this. A lot of time and effort has been put into developing it and it has been created by very empathetic Psychologists who specialise in these areas.

I encourage members to listen to the content whenever you can."

Ann Mulcahy,
Assistant General Secretary, TUI



How do you access the series?

Each of the 6 topics are available to all TUI members until 31st October 2025 here:

Cornmarket.ie/path-to-progress



Scan me



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21427 TUI P2P Advert 07-25

Dispute regarding nationally agreed contracts for third level

The Executive Committee of the TUI decided in June to ballot those employed as Senior Lecturer 3 grade (SL3) - also known as Heads of School/Faculty - in Munster Technological University (MTU) over the decision of management in the institution to unilaterally reassign the grade to new roles without agreement with the Union.

As per the grade in the sector more broadly, each Head of School has been responsible for the line management of a number of departments within the TU. In MTU, the President has now reassigned each person in the grade of SL3 to a new role entitled Vice Dean with different responsibilities. While MTU claim they will continue to observe the national contract, there is a

clear move away from the core role as Head of School.

The TUI represents academic grades in the Technological University sector nationally and contracts are agreed nationally. The changes in MTU undermine both the principles of meaningful engagement and the shared vision for the Technological University sector. In order to ensure the cohesion of the sector and underline the need to agree terms and conditions of service for all TUs nationally, with appropriate consistence, the TUI has issued formal notice of industrial action by its members employed as Senior Lecturer 3 (SL3) Heads of School/Faculty at Munster Technological University (MTU), in the form of a suite of

directives, effective from Tuesday, 8th July 2025.

This action follows a 100% turnout in a recent ballot of affected members, with 83.3% voting in favour of industrial action, up to and including strike action.

It is the unequivocal position of the TUI that discussion, and agreement, on such significant changes for our members' terms and conditions, roles and job specifications are appropriate to national discussions for the sector, and are not for individual Technological Universities to vary locally.

The TUI has emphasised that further industrial action may be sanctioned if necessary.

Constructive SETU Waterford engagement

In June of this year as Branches and TUI Committees were finalising their engagements with members and wrapping up the academic term, the SETU Waterford Branch arranged a meeting with Professor Veronica Campbell, the SETU President.

The open forum sought to engage members and address the questions that are relevant to them and their work, and the SETU president was frank and supportive. Everyone had the opportunity to air their opinions and views on what was required for members and the SETU as it moves forward, driving innovation and empowering the south-eastern community through inclusive education and research. Positivity and optimism

for the future was evident as well as hard-hitting engagement on the direction of the university. The meeting, which was organised and chaired by the Branch Committee (Chair Jason O'

Riordan, Secretary Cara Daly, Equality Officer Hazel Finlay and Treasurer Martin Hayes) was a very successful event. Sincere thanks are also extended to attendees and in particular Professor Dean.



TUI Training Schedule 2025/26

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 2025/26.

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.



Or go to
<https://tinyurl.com/yc37w7sr>

10th September 2025	5.00pm-6.00pm	Contracts Eligibility for a CID How to secure additional hours
17th September 2025	5.00pm-6.00pm	Teaching Council Investigation and Disciplinary Procedures
24th September 2025	5.00pm-6.00pm	Post of Responsibility <ul style="list-style-type: none"> - Allocation of Posts - Assignment of Roles and Responsibilities - Eligibility Criteria - Composition of Interview Boards - Appeals Process
1st October 2025	5.00pm-6.00pm	Preparing for an AGM Organising an AGM Nomination process for Branch Officers Model Standing Orders for Branch Meetings
8th October 2025	5.00pm-6.00pm	Competency Based Interview Training
15th October 2025	5.00pm-6.00pm	Preparing for Annual Congress Advice on drafting motions and amendments Emergency Motions Procedures at Congress
22nd October 2025	5.00pm-6.00pm	Freedom of Information Requests Data Access Requests How to make a Protected Disclosure Union Directives

5th November 2025	5.00pm-6.00pm	How to deal with personal cases - Branch Officers and Workplace Committees including use of the Grievance Procedure
12th November 2025	5.00pm-6.00pm	Branch Officer Training Role of the Branch Officers How to organise an Ordinary Branch meeting and Special Branch Meeting Key dates for Branch Officers Defamation - Branch responsibilities
19th November 2025	5.00pm-6.00pm	Parent's Leave Adoptive Leave Paternity Leave Parental Leave Compassionate Leave Unpaid Leave for Medical Care Purposes
26th November 2025	5.00pm-6.00pm	Bereavement Leave Carer's Leave Career Break Scheme Job Sharing Scheme Unpaid Leave Marriage Leave Force Majeure
7th January 2026	5.00pm-6.00pm	Anti-Racism Training
14th January 2026	5.00pm-6.00pm	Partial Absences Leave Maternity Leave Assault Leave Occupational Injury Leave Breastfeeding Breaks
21st January 2026	5.00pm-6.00pm	Pension information session Additional Voluntary Contributions Salary Protection Scheme
28th January 2026	5.00pm-6.00pm	Sick Leave
4th February 2026	5.00pm-6.00pm	Transfers and Redeployment
11th February 2026	5.00pm-6.00pm	Eligibility for a CID Croke Park Hours Supervision and Substitution

Tax – What is Self-Assessment and does it apply to me?

If you or your spouse earn income outside of your regular teaching role—or from any source not taxed through the PAYE or Social Welfare systems—you may need to let Revenue know and settle any taxes that apply. This could include income from:

- Self-employment or side gigs
- Rental income
- Company directorships
- Foreign income (e.g. pensions, investments, or remote work)
- Dividends, capital gains, or other investment returns

If the total of this non-PAYE income is **less than €5,000**, it can usually be declared through your annual PAYE return. However, **once it exceeds €5,000**, you're legally required to register for **Self-Assessment**.

What Is Self-Assessment?

Self-Assessment is a system where you take responsibility for:

1. Working out your taxable income
2. Calculating the amount of tax due
3. Filing an annual tax return (Form 11) via Revenue's Online Service (ROS)
4. Paying both:
 - o Preliminary Tax for the current year
 - o The balance of tax due for the previous year

It can seem a little daunting at first—especially when you want to be sure everything is accurate, timely, and in line with Revenue requirements. That's why many people choose to use a professional tax service to support them with their return.



Important Deadlines

Key dates to keep in mind:

- **31 October** (annually): Deadline for submitting your return and paying both your Preliminary Tax and any balance due.

For example, for the **2024 tax year**, your return and payments are due by **31 October 2025**.

What Happens If You're Late?

Missing the deadline can result in:

- A **surcharge** of up to 10% of the tax due
- **Daily interest** on late payments (approx. 8% per year)

- A higher chance of being selected for a Revenue audit
 - Possible loss of tax reliefs or credits
- To avoid these, it's important to keep your records up to date and seek help if you're unsure.

Member Support from Tax Return Pro

To help make things easier, TUI has partnered with Tax Return Pro to offer discounted tax return and advice services for members. With over 20 years' experience supporting public and private sector workers, Damian Wilson and his team are well placed to help you navigate your tax obligations. You can register and start your return at **www.TaxReturnPro.ie** using the code "TUI" to claim your exclusive discount. Prices start from **just €215** per year.

If you have questions or need help with areas like PAYE refunds, Capital Gains Tax, or inheritance/gift taxes, simply email hello@taxreturnpro.ie for a free consultation as part of your TUI membership.



TUI in the media

Attractiveness of profession

On 13th August, the TUI highlighted that the teaching profession was becoming unaffordable for new entrants to the profession. The Union called for a range of urgent measures, including full hours upon initial appointment, enhanced career progression opportunities, a halving of the duration of the PME, incremental credit for those returning from teaching abroad and a reduction in the ever-rising workload.

President Anthony Quinn was interviewed on Newstalk Breakfast, RTE's Drivetime and Today FM's Last Word programmes, while General Secretary Michael Gillespie featured on Newstalk's Lunchtime Live and Assistant General Secretary Liz Farrell was interviewed on Virgin Media News. Anthony Quinn was later interviewed on the same issues on Newstalk's Pat Kenny Show. TUI representatives also undertook a significant number of regional radio interviews.

On RTE's Drivetime programme on 26th August, Michael Gillespie was interviewed around CSO figures which show a significant rise in Irish people emigrating to Australia, and how this is impacting on the teaching profession. He again outlined the importance of providing incremental credit to those who have taught abroad.

Range of options open to school-leavers

On RTE's Drivetime and Today FM's Last Word programme on



LIZ FARRELL WAS INTERVIEWED ON VIRGIN MEDIA NEWS

22nd August, TUI General Secretary Michael Gillespie and President Anthony Quinn were interviewed around Leaving Certificate results, grade inflation and deflation and the many options open to school-leavers.

TUI fully supports our school secretary and caretaker colleagues in their campaign for pension parity

The TUI fully supports Fórsa's campaign for pension parity for school secretaries and caretakers.

'We stand in full solidarity with our secretary and caretaker colleagues who are being denied access to public service pensions that are enjoyed by those they work alongside. Their demands are fair, just, and widely supported,' said TUI General Secretary Michael Gillespie.

'The TUI has a long-standing position that the provision of education in the state is a core element of the social contract and a vital public service. In this regard, it is also our position that the staff supporting the provision of this public service should be considered to be, and should receive all of the benefits and entitlements of, equivalent public servants.'

In a communication to members, it was made clear that no TUI member – including principals, deputy principals, or other post holders – should undertake duties normally carried out by striking colleagues.

TUI representatives attended the national rally outside the offices of the Department of Public Expenditure on 28th August in solidarity with our colleagues.



Acmhainní Nua agus Imeachtaí COGG

www.cogg.ie www.tairseachcogg.ie

An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta



COGG: Cé muid?

Is faoi fhorálacha Alt 31 den Acht Oideachais 1998 a bunaíodh COGG in 2002.

I measc na sainchúram atá againn is ea;

- téacsleabhair, acmhainní agus seirbhísí taca a chur ar fáil do scoileanna trí Ghaeilge
- taighde a mhaoiniú agus a éascú ar oideachas trí mheán na Gaeilge agus ar mhúineadh na Gaeilge
- comhairle agus faisnéis a chur ar fáil don Aire Oideachais agus don CNCM ar oideachas trí mheán na Gaeilge agus ar mhúineadh na Gaeilge
- tacú le cur i bhfeidhm an Pholasáí don Oideachas Gaeltachta

An nuacht is déanaí ó COGG

Téascleabhar nuafhoilsithe: Tá raon leathan díobh réidh trí Ghaeilge anois agus ar fáil ó fhoilsitheoirí éagsúla don scoilbhliain 25/26 i roinnt ábhar ag leibhéal na Sraithe Sóisearaí agus Sinsearaí: Stair, Tíreolaíocht, Gnó agus Innealtóireacht, ina measc. Téigh chuig suíomh COGG chun iad a fhiosrú.

Dialann Phleanála an Mhúinteora:

Seo acmhainn luachmhar nuálach atá forbartha ag COGG agus a bhronnfar saor in aisce ar mhúinteoirí iar-bhunscoile lán-Ghaeilge chun tacú leo moltaí dea-chleachtais ar an gcur chuige FCÁT (Foghlaim Chomhtháite Ábhar agus Teanga) a chur i bhfeidhm sa seomra ranga.

Saibhreas agus Cruinneas: Ní Ceart go Cruinn agus Ní Snasta go Blasta

Seo sraith acmhainní tacúla, tarraingteacha, nua atá forbartha ag COGG agus a dhíríonn ar chruinneas agus ar shaibhreas teanga chun cabhrú le scoláirí ag leibhéal na Sraithe Sóisearaí. Bronnfar na hacmhainní seo saor in aisce ar scoileanna má ordaítear iad tríd an gcóras ordaithe acmhainní.

Club Leabhar COGG: Seo club atá dírithe ar spreagadh na scíthléitheoireachta i measc an aosa óig trí leabhair i seánraí éagsúla a léamh lena gcomrádaithe ar scoil le linn na bliana. Tá breis agus 80 scoil (bunscoileanna agus iar-bhunscoileanna lán-Ghaeilge agus Gaeltachta) páirteach sa scéim rathúil seo i mbliana.

Fóram Feasa Beo: Is tionscnamh ceannródaíoch líonraithe agus pobail cleachtais é Fóram Feasa chun tacú le múinteoirí agus le ceannairí iar-bhunscoile in earnáil an Ghaeloideachais. Reáchtálfar Fóram Feasa Beo i gcomhpháirt leis an mBord Oideachais agus Oiliúna Éireann (ETBI) i nGaelcholáiste Luimnigh ar an Satharn, an 20 Meán Fómhair. Deis iontach a bheidh ann do mhúinteoirí iar-bhunscoile freastal ar cheardlanna ábhair le sainmhúinteoir nó speisialtóir san ábhar sin, acmhainní nua don teagasc trí Ghaeilge a thriail agus bualadh le múinteoirí eile a mhúineann na hábhair chéanna leo. Léirigh spéis anois agus bí linn!

Comhdháil do Mhúinteoirí Nuacháilithe

Reáchtálfar an chomhdháil seo i gColáiste Mhuire gan Smál, Luimneach, ar an Satharn, an 11 Deireadh Fómhair i mbliana. Deis a bheidh ann cúraimí an mhúinteora nuacháilithe a phlé, acmhainní nua don teagasc trí Ghaeilge a thriail, casadh ar mhúinteoirí nuacháilithe eile agus dea-chleachtas a roinnt.

Notices from the Teaching Council

Féilte Bursary 2025

Applications for the Féilte Bursary Scheme will open in September. Keep an eye on the Teaching Council's website and social media channels for more information in early September.

The Féilte Bursary is designed to support a culture of professional collaboration and knowledge sharing amongst teachers and schools.

Check the Register

The Teaching Council maintains the Register of Teachers in Ireland. It is essential that you keep your details up to date to maintain the Register's accuracy and to ensure that you receive all important notifications and communications.

Did you know you can change your details quickly and easily through your My Registration portal on the Teaching Council website?

Log in to your My Registration portal at a time and place that suits you best using any of your devices, click on the My Personal Details tile, and follow the simple instructions to change the required details.

Some examples of common reasons to update your details include:

- Have you changed your name? You can upload your evidence of name change, for example a marriage certificate or deed poll certificate on your My Registration portal.
- Have you moved house or changed your address? You can change your address details quickly and easily on your My Registration portal.
- Have your contact details changed? You can update your phone number and email address on your My Registration portal.

Renewals

Application for renewal of registration can be made online via your My Registration account on the Teaching Council website.

Please ensure that you update your personal contact information and provide any missing data such as post codes and mobile phone numbers.

Further information can be found on the Registration Renewal/My Registration section of the Teaching Council website, link [here](#).

Expiring Conditions on your Registration

If you are reaching the expiration date of your registration with condition(s), you are required to submit evidence that you have addressed the condition(s). If you have not been in a position to address the condition(s) you must apply for an extension of time. If you intend to apply for an extension of time to comply with the condition(s) attached to your registration, the Council 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 promptly responding to any follow up queries. You can make your extension request and submit the supporting documentation by logging onto the login/My Registration portal and selecting My Conditions. It is important to note that teachers who do not engage or do not show evidence of attempting to address their conditions are putting their registration at risk.

Droichead

Please note that applications for Droichead in the 2024/2025 school year are now closed. On completion of the process, NQTs should ensure that they have all required information and documentation before they submit their online Form D via their My Registration account.

Registration for Droichead will re-open Tuesday, 2 September for the 2025/2026 school year.

NQT (Newly Qualified Teacher) Summer Registration Process

Each summer between the months of June and September, the Teaching Council offers a priority, fast-track registration process for Newly Qualified Teachers (NQTs). Initial Teacher Education (ITE) providers, on the consent of graduates, transfer their results to the Council once the exam boards/courts have occurred 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 2 weeks from receipt of the application and required documentation. Approximately 3,750 NQTs avail of registration under this process each year.

Route 5 Student Registration

As at 7/07/2025, 3,297 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 7th July 2025, the National Vetting Bureau (NVB), in line with the EU Directive 2011/93/EU, are introducing additional child protection checks with the other 26 EU member states and the UK, to strengthen the protection of children. These additional checks will only affect those who have resided in another EU state or the UK. While these additional checks strengthen child protection in the public interest, they will lead to increased vetting application turnaround timelines 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 times for vetting applications is an average of 14 working days, but timelines vary for each application as it depends on the necessary searches that the NVB must carry out as part of the process. The NVB are 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.

FREE access to an Online Library

The Teaching Council provides all registered teachers with free access to an online library of research journals and articles and to a collection of eBooks. The online library offers access to a wealth of materials in order to enhance education research, thereby supporting teachers' professional learning. We have recently upgraded to an enhanced repository, gaining even greater access to extensive journals, ebooks and articles to support your professional learning journey. Registered teachers can access the online library by logging into their My Registration account via the teaching council website.

Mellon Educate TY Blitz 2026 now accepting applications

Transition Year students across Ireland are being invited to take part in the Mellon Educate TY Blitz, a unique opportunity to travel to South Africa and experience hands-on engagement with primary and high school students living in some of the world's most disadvantaged communities to help transform their educational journey.

Mellon Educate's TY Blitz programme has brought Irish students to South African townships, where they've helped transform schools through hands-on volunteering. From painting classrooms and building walls to reading with children and assisting with early learning, these students have experienced a powerful mix of cultural exchange, teamwork, and purpose-driven action.

What Is the TY Blitz?

The next TY Blitz will take place in March 2026 and will see groups of students from across the country travel with their teachers and group leaders for a seven-day trip, including five full days of volunteering in township schools. Students will get to see the direct impact of their work while forming strong friendships with their peers and bonds with local communities.

All travel, insurance, safety protocols, and accommodations are arranged by Mellon Educate. Each TY student is given the support and structure to grow in confidence, leadership, and global awareness. Many describe it as the most impactful experience of their school years.

How to Apply

Applications are now open to TY students across the country. Interested teachers, students and families can visit melloneducate.com or scan the QR code to find more information and apply online. Parental consent is required, TY groups travelling must have either a teacher or parent/guardian to accompany them, and places are limited. Mellon Educate will be offering both virtual information sessions and in-school presentations over the coming months for those interested.

Go to <https://melloneducate.com/> for full details



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 <input type="radio"/>	TU or IoT <input type="radio"/>	ETB <input type="radio"/>
Workplace Name and address:		Eircode:

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, D06 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 D06 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

Pension Increases

The RMA TUI remains fully committed to protecting the link between current pay and pension. Thanks to your ongoing membership and support, your pension continues to increase in line with current pay adjustments.

Current Pay Increases:

All members received a 1% increase in August under the current agreement. Post-primary teachers received an additional 0.35%, representing the remainder of the 1% which was used for the restoration of the PME allowance to all points of the post-2011 scale.

Looking ahead, TUI members have made it clear that the 1% local bargaining payment due from 1 September 2025 must be applied as a general pay increase for all. If so, this will also apply to retired members, as will the subsequent 2% increase in the forthcoming pay deal.

However, if such payments are linked to claims or conditions of service, they will not be applied to retired members. In return for these local bargaining increases, members have agreed to implement the Senior Cycle redevelopment as instructed by the Minister. It is also important to note that, regardless of proposals from other unions, the Department has confirmed that cooperation with Senior Cycle redevelopment will remain its central priority and ask in local bargaining.

Membership Renewal Notice

Automatic Renewal

If you pay your annual RMA TUI subscription through Deduction at Source or Standing Order, no action is required — your membership will renew automatically.

Manual Renewal

All other members will receive a renewal notice by post with instructions on how to renew their membership.

Recommendation: Deduction at Source

If you were formerly employed in the ETB or Colleges sectors and haven't yet completed a Deduction at Source Mandate, we encourage you to do so. This allows a single annual deduction of €25 from your pension, simplifying the process for both you and the RMA TUI team.

Unfortunately, Deduction at Source is not available to those formerly employed in Community & Comprehensive (C&C) or Secondary schools. We kindly ask these members to consider setting up a Standing Order to pay the annual fee.



Standing Order instructions will be included in the renewal reminder. Your cooperation helps greatly reduce the administrative workload for our Treasurer and Membership Officer.

Important Reminder

Please regularly check your Junk/Spam email folders, as some RMA TUI messages are being filtered there. Since spam is often deleted automatically, you could miss important updates.

Thank you for your continued support.

Follow-Up on AGM Motions

At the May AGM, members passed several motions regarding:

- The RMA TUI funding model
- Inclusion of the RMA in amalgamation discussions with ASTI
- Preservation of the pension link with current pay

These motions will be considered by the Executive at their first meeting after the summer break.

Transfer of Pension Payments to ESBS

For members formerly employed in the ETB sector, pension payments are being transferred from the National Shared Services Office (NSSO) to the Education Shared Business Services (ESBS).

RMA Officers recently met with ESBS representatives to raise and address concerns. The meeting was constructive, and ESBS has agreed to meet with RMA representatives twice yearly to discuss and review issues related to pension payments.

Additional Superannuation Contribution (ASC)

The ASC replaced the Pension Related Deduction (PRD) as of January 1st, 2019, and applies to all public servants in a pension scheme, including teachers.

Key Points:

- ASC is based on gross pensionable remuneration (before deductions).
- Different thresholds and rates apply depending on pay structure and scheme (outlined in Circular 21/2018).
- If a member leaves employment mid-year, they may qualify for a partial or

full refund of ASC contributions (less taxes).

Refund Conditions

A refund may be issued if:

- You do not take up another pensionable public service post within the same calendar year.
- You are not employed concurrently in another pensionable public service role.

Action Required

Members retiring on or after 2020 must:

- Download and complete Form ASC 12
- Submit it to the payroll unit of their last employer

Note: Form ASC 12 is not always automatically included in retirement documentation, so please ensure you complete this step.

For any queries, contact your former main employer, who will liaise with other relevant payroll units if needed.

Rejuvenation of Branch Structures

RMA Officers will be engaging in branch visits to support local activity and renewal.

- Donegal Branch Meeting:
- Jackson's Hotel, Ballybofey
- Wednesday, 1st October at 12:00 p.m.
- All Donegal members are welcome.
- Cork Branch Visit:

A visit is also planned for October to reinvigorate Cork Branch activities.

Invitations will be sent via email.

Social & Cultural Events

Autumn Break 2025: Italy (Lake Garda, Venice, and Verona)

16th–20th October 2025

This will be the RMA's first European trip — a highly anticipated event!

Spring Break 2026: Derry

Maldron Hotel, Derry

24th–26th March 2026

Further information will be shared soon.

Sponsored by


Congratulations to:
Vol 47 No 5 winner
**Sharon Tennyson, Gaelcholáiste
Cheatharlach, Easca,
Ceatharlach**

Crossword

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

Only one entry per member.
Photocopies can be submitted.

Name _____

Workplace _____

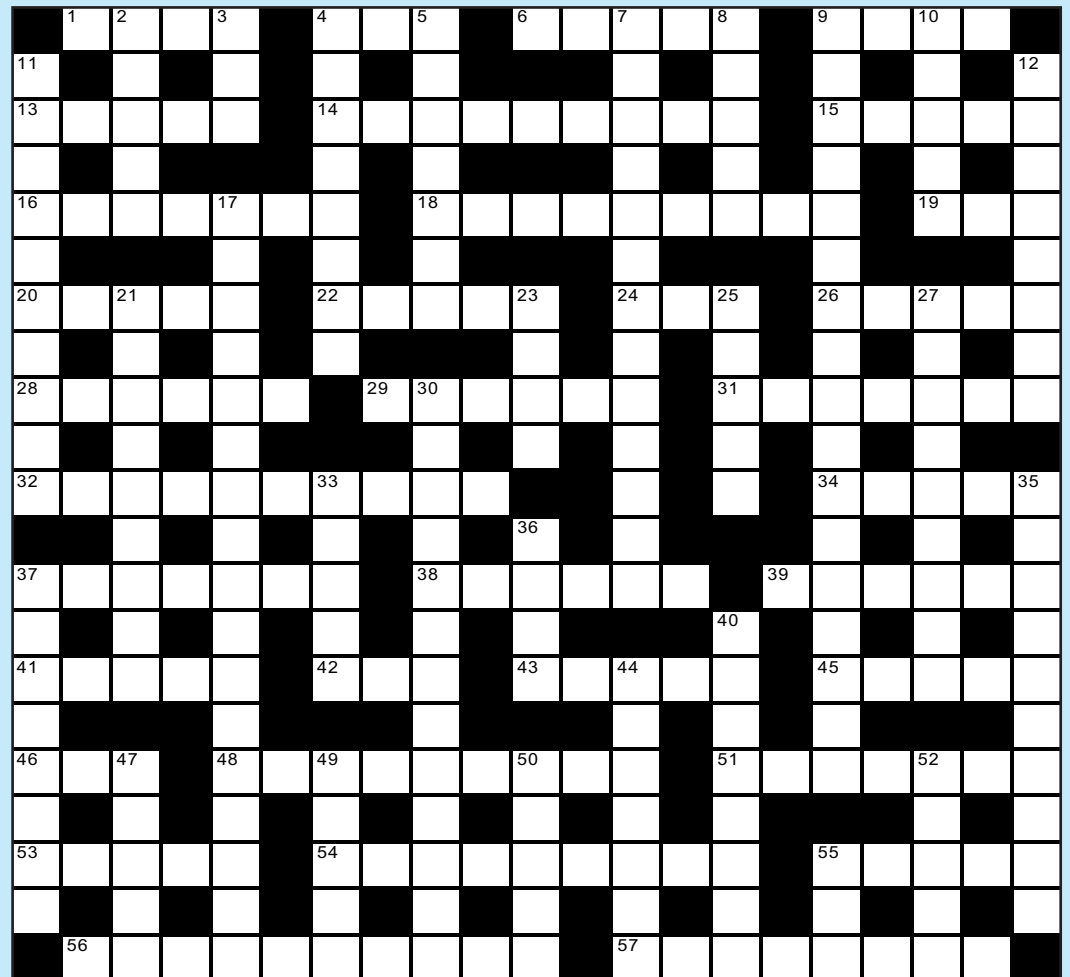
Address _____

Contact number _____

TUI Branch _____

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

Closing date for entries:
Friday 31st October 2025



Across

- 1 A distinguished female operatic singer; a female operatic star (4)
- 4 A disparaging term for a British person (Aus) (3)
- 6 A person who is not very intelligent or interested in culture or an exclamation of joy (5)
- 9 A tiny piece of anything (4)
- 13 A theatrical performer (5)
- 14 Held together as by social or cultural ties (5-4)
- 15 An ascetic holy man in Hinduism (5)
- 16 Small dumplings made of potato or flour or semolina that is boiled or baked and is usually served with a sauce or with grated cheese (7)
- 18 A holiday taken by a newly married couple (9)
- 19 Large long-haired wild ox of Tibet often domesticated (3)
- 20 A farewell remark (5)
- 22 A person in desperate straits; someone doomed (5)
- 24 The conscious mind (3)
- 26 Put out or expel from a place (5)
- 28 That which is perceived or known or inferred to have its own distinct existence (living or nonliving) (6)
- 29 In the same place (used when citing a reference) (6)
- 31 In a joyous manner (7)
- 32 Having the frame made of horn or tortoise shell or plastic that simulates either (4-6)
- 34 Be exceptionally good or the best (5)
- 37 Pieces of rubber or similar material used to remove pencil or ink marks (7)
- 38 A traditional Japanese loose robe with wide sleeves and a broad sash (6)
- 39 Volgograd Oblast, Russian chess master who was world champion from 1975 until 1985 (6)

Down

- 41 An exhibition of cowboy skills (5)
- 42 Airtight sealed metal container for food, drink or paint etc. (3)
- 43 A medicine that strengthens and invigorates (5)
- 45 Decorate the surface of by inserting wood, stone, and metal (5)
- 46 The young of certain carnivorous mammals such as the bear, wolf or lion (3)
- 48 Regarded with disfavour or lacking general approval (9)
- 51 A monetary unit equal to one hundredth of various Latin American currencies, including the peso and escudo (7)
- 53 A defence by an accused person purporting to show that they could not have committed the crime in question (5)
- 54 Of inferior or poor quality; notably below average (5-4)
- 55 A deceitful and unreliable scoundrel (5)
- 56 A sauce typically made with minced shallots, cracked pepper, and vinegar, commonly served with raw oysters. (10)
- 57 Bruce ----- 2003 comedy film starring Jim Carrey as a TV reporter who becomes God for a week (8)
- 2 A brief introductory passage to a piece of popular music (5)
- 3 French pop duo consisting of Nicolas Godin and Jean-Benoît Dunckel (3)
- 4 Money that can be earned easily or dishonestly (8)
- 5 Black gallinule that inhabits ponds and lakes (7)
- 7 Species of Cumis Melo with a smooth yellow-green rind (8,5)
- 8 Be or do something to a greater degree (5)
- 9 Putting the wrong interpretation on (17)
- 10 A mixed drink made of liquor and water with sugar and spices and served hot (5)
- 11 A Muslim republic in southern Asia bordered by India to the north and west and east and the Bay of Bengal (10)

Across

- 12 The technique of using small arms (8)
- 17 A revolution whose aim is to reverse the changes introduced by a previous revolution (17)
- 21 Intersperse or embellish speech or writing with different material (9)
- 23 Sally -----, the first American woman in space (4)
- 25 A natural earth pigment made primarily from iron oxide, which can range in color from yellow to deep red or brown (5)
- 27 Denoting or governed by or relating to a bishop or bishops (9)
- 30 The degree of tension or stress at which something breaks (8,5)
- 33 An artistic form of auditory communication incorporating instrumental or vocal tones in a structured and continuous manner (5)
- 35 Overtly or overly affectionate (5-5)
- 36 Prevent from being included, considered or accepted (4)
- 37 An EU official (8)
- 40 Frozen dessert containing cream and sugar and flavouring (3,5)
- 44 American rock band formed in Aberdeen, Washington in 1987 who sold more than 75 million records (7)
- 47 Russian pancake of buckwheat flour and yeast; usually served with caviar and sour cream (5)
- 49 A small plate used to hold the bread during the Eucharist (5)
- 50 Stay temporarily (5)
- 52 An acute but unspecific feeling of anxiety; usually reserved for philosophical anxiety about the world or about personal freedom (5)
- 55 Floor covering consisting of a piece of thick heavy fabric (usually with nap or pile) (3)