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A Word from the President - David Waters

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Dear colleagues,

Thank you for all your hard work as we enter the final term of the year. In all sectors, this is a particularly busy period, and I wish you and your students every success.

TUI Annual Congress – Educate, Advocate, Empower

We had an extremely successful TUI Congress over the Easter break. I would like to thank all those involved in the organisation of the event, and the delegates who gave up their time to attend the INEC in Killarney. The Union only works because of the members within it.

The theme of Congress 2024 was Educate, Advocate, Empower. We need to educate members, and potential members, of the benefits of the TUI. We need to advocate for their rights and the future of the education sector. We need to empower them to make sure their

voice is heard, and their own workplaces are positive and safe for all involved. The TUI are part of the ‘Better In A Trade Union’ campaign. I would encourage all workplaces to mark it by asking a colleague to join the TUI – together we are stronger.

There was plenty of discussion and robust debate about the future of the Irish education system at all levels. The motions passed will direct the Union over the coming year and provide a platform for negotiation with the relevant bodies.

The TUI hosted two ministers, Niall Collins (Minister of State at the DFHERIS) and Norma Foley (Minister for Education), and issues that are currently affecting our members were raised with them directly.

A dominant message from Congress was that of solidarity with the people of Gaza, demand for a lasting peace throughout the region based

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on a sensible and fair two state solution. A speech made by Salem Gharbia had a lot of impact with delegates. Salem, who lectures in ATU, highlighted the devastating scale of the destruction in Palestine.

Public Service Agreement

The Public Service Agreement was overwhelmingly passed by TUI members by a majority of 82%. This will give members a pay rise of at least 9.25% over two and half years, with a further 3% local bargaining fund. Negotiations around local bargaining will start in July and need to be concluded within 12 months. There are numerous claims that the TUI can try use this fund with multiple variants needing to be calculated e.g. How many members will benefit from the claim? How much of the fund will be used? What productivity will be associated with it? If there are any productivity requirements for the payment of the 3%, members will be balloted on whether to accept or reject.

Teaching Council Elections

A huge congratulations to our newly elected representatives on the Teaching Council with all TUI endorsed candidates elected - Clare Markey, Noel Cronin, Ursula O'Connor, and Clodagh O'Hara. A massive effort went into the election campaign and a huge thank you must go to the Retired Members Association (RMA) who put in tireless effort to promote our candidates. The Teaching Council elections are extremely important as it is our chance to give the practitioner's voice on so many issues. That is why I am delighted that we have such strong TUI representation.

Adult Education

The TUI has been waiting on the final proposal for the regulation of pay for tutors in ETBs ever since the Labour Court recommendation in 2020. This has taken far too long, but it is very welcome that it has now arrived. The proposal will see Tutors have the option to convert to Adult Educators, which will give them a salary scale, building on progress to date which includes access to leave schemes and proper pension entitlements. No Tutor will be disadvantaged by converting to Adult Educator; however, it is still down to the individual to choose whether to convert based on their own personal circumstances. There is currently an implementation process, involving the TUI, which will address any potential anomalies that present themselves during the implementation phase of this process. As I am sure you can all imagine, the amount of work that went into this offer was colossal, and I would like to thank Colm Kelly for his efforts in this regard.

Third Level

Following the pausing of our industrial action to allow for extensive discussion in the WRC, solid progress has been made in relation to TUI's strong objections to non-adherence by the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) to a collective agreement on the establishment of the Technological University (TU) sector.

Details of the progress to date has been communicated to third level branches. At the time of writing, both DFHERIS and the TUI are still engaging with the WRC and more discussions are expected in the future.

The TUI's consistent position remains that there can be no regional variations in pay or conditions in the sector.



TUI PRESIDENT, DAVID WATERS

TUI/ASTI Unity Survey

At the time of writing, we are still awaiting the result of the survey. I have full confidence, and sincerely hope, that a strong mandate will be given to continue our work towards amalgamation. One united education union would benefit all members regardless of sector. The benefits of not being played against each other and having a single coherent voice would be invaluable. This would give the Union a much better chance of addressing long standing grievances for members.

Conclusion

In conclusion, I would like to thank you all, on behalf of the TUI, for the tireless work and effort you put in for your colleagues and wish you all the best for the summer and a well-deserved break for you and your students.

‘We must learn to say ‘No’ - excessive workload and work intensification are making teachers and lecturers time-poor’

TUI General Secretary Michael Gillespie addressed over 500 delegates and guests at TUI’s Annual Congress in Killarney, Co Kerry. Some extracts from his wide-ranging speech are set out below.

‘Let us advocate for a world where no children face the horrors of war’

As we gather here today for our Annual Congress, I am compelled to address the sombre realities that persist in our world. Wars in Ukraine and Gaza have cast a long shadow, affecting millions of lives, particularly those of innocent children. These young souls caught in the crossfire endure most of the cruelty of the conflicts. The trauma they endure will echo for decades, affecting their development, mental health, and physical well-being.

As we convene to share knowledge and insights let us remember these young souls especially. For their sake, let us advocate for peace, for their right to safety and for a world where no children face the horrors of war. Together we can be their voice, their hope, and their chance for a brighter tomorrow.

Pay and the cost of living

The TUI, following a ballot of members, has approved acceptance of the new Public Service Agreement 2024-2026, with members voting by a margin of 82% to accept the agreement. On 25th March the Public Services Committee of The Irish Congress of Trade Unions (ICTU) ratified the Public Service Pay agreement by the aggregation of the ballots of the 19 affiliated public service unions. The new agreement will cover the period from the 1st January 2024 to the 30th June 2026.

The new agreement marks the end of an era of industrial relations conducted under the terms of the Financial Emergency Measures in the Public Interest legislation, better known as FEMPI. This was introduced initially during the financial crash of 2009. Unions had sought the full and final unwinding of this legislation in these negotiations to reestablish normal industrial relations processes and procedures. We must be vigilant here and be clear of our view of “normal” which may be different to government departments’ view. Most currently working in government departments have only ever operated under FEMPI legislation and it will be a job of work to change that mindset.



TUI GENERAL SECRETARY MICHAEL GILLESPIE

TUI /ASTI

As outlined last year, the initiative taken by the TUI was to give impetus to the talks on amalgamation, a long-standing TUI policy. Amalgamating the TUI and the ASTI is the right thing to do. It is worth the generosity; it is worth the effort for the prize of a bigger, stronger union with a bigger voice which will have more power and say. We will work hard to achieve this long held TUI ambition. Personally, having taught in a dual union school, I have believed in this for all my teaching and trade union career.

Third level

The TUI has an ambitious vision to create a strong TU sector; to develop and build on the strengths, traditions and achievements of our members in higher education. But for this vision to be achieved there must be full commitment by the Government, DFHERIS, the HEA, HEI management - and by TUI members - to create a distinctive TU sector.

DkIT and IADT must be included in this evolution.

Given the need for cohesion and direction, it was disappointing to say the least that

industrial action had to be initiated by TUI members to make progress in working with MTU management to facilitate consultation on issues in MTU and its development. We hope this is now close to a resolution.

A national ballot of TUI members at third level also had to be undertaken in relation to a DPER decision to pay administration grades and academic staff with similar levels of responsibilities, different rates of pay – rates that are lower than the rates paid to staff in similar roles in TU Dublin. No rationale or explanation was given for the differential, other than a general statement that it was up to DPER to determine rates for higher paid public servants. These numbskull economics must end. If there is to be a grading structure of any kind, there needs to be a clear rationale established by consultation with the TUI, the only union that represents the academic grades. Relying on DPER’s unilateral assessment is not sufficient or acceptable and would lead to rapid degradation of terms and conditions in the sector and diminution of the sector’s vision, to the detriment of all concerned.

Adult Educators

The long running story of adult education tutors and finalising their terms and conditions has been fraught with difficulty and with inexcusable delays. Despite the chairman's note from previous national agreements, a Labour Court recommendation and despite even the support of the Minister and his Department, DPER delayed the approval of the offer that was so keenly awaited. Then other issues emerged which had to be dealt with. The text of a final agreement has been published, finally giving certainty to this group of members who have spent an age on the margins. Potentially, this is an agreement to build a future on for the grade.

Recruitment and retention

Colleagues, as the world and his uncle know, TUI had warned over several years that there were severe recruitment and retention issues building in the system. We have made suggestions over the years as to how to alleviate this problem. The reduction in the PME from two years to one year would have an immediate impact as also would a circular letter on incremental credit for post primary teachers to help bring our teachers home from serving abroad. The reinstatement of payment of allowances for SEN qualification, teaching through Irish and island allowances may also help in the recruitment and retention of teachers in these areas.

Departmental ducking, diving and deflection needs to stop. Measures that hold out the prospect of real progress need to commence – now. For everybody's sake.

Another morale-sapping factor is the hollowed-out career structure. Since the great plunder of 2009, posts of responsibility have been as rare as canine teeth in the maw of a hairy hen.

Therefore, the 500 additional posts of responsibility given in Budget 2024 are to be welcomed. They are a much-needed restoration of some posts lost due to the moratorium on the filling of posts. The fact that they are only available from the 1st September 2024 is a pity. And, of course, more is needed in Budget 2025.

In conjunction with the Department of Education it has been agreed that there is no reason for the posts not to be interviewed for in the last term and filled. Members will be ready to start the positions on the 1st September 2024 but more importantly members will get paid for the post from the 1st September 2024. If your school board of management or your ETB does not advertise the posts, then we need to know why.

When considering the recruitment and retention crisis it is important to realise that it is no longer confined to the second level sector. As the bulge in demographics moves to further education and into higher education, recruitment is also proving challenging, especially in the apprenticeship area. The recruitment and retention crisis is a direct result of the policy of successive governments of making educators do more with less even as student numbers have increased.

Senior Cycle redevelopment

In September 2023 reform changed to "redevelopment". The proposed move to teacher-based assessment was halted by the Department of Education due to concerns in relation to AI. This was accompanied by an announcement that Senior Cycle redevelopment would be accelerated, with an immediate consultation on five subjects - Physics, Chemistry, Biology, Classical Studies, and Arabic - to be completed by the end of the year. These are the subjects to be rolled out in the school year beginning 2025. Other changes were announced such as the sidelining of the proposal for network schools and the rollout of CPD for teachers a year ahead of the introduction of any new subject or specification. Sample papers would be made available during the CPD.

All students can have a place in Transition Year, with a financial package to be made available in schools from September 2024 to facilitate any additional places required.

There is to be no change in the percentage allocated to current second components of assessment, now known Additional Assessment Components (AACs). The NCCA has also agreed to provide more detailed specifications, including depth of treatment, in the light of lessons learned from the Junior Cycle specifications. A lot of what the TUI had advocated for Senior Cycle redevelopment has now been taken on board by the stakeholders; but we must not be complacent. Senior Cycle redevelopment will have significant implications for the workload of all teachers. AACs will lead to almost bespoke teaching and learning for our students. In our pre-Congress survey 50% of respondents believe schools are not equipped to take on AACs or the revised five specifications already published. 66% indicated their school does not have the facilities to introduce Drama, Film and Theatre Studies or Climate Action and Sustainable Development from 2025/2026. We in TUI must be prepared to do what it takes to obtain the resources, particularly the time to implement Senior Cycle redevelopment.

Time, colleagues, is key; time is a valuable currency that is in truly short supply.

Workload

Excessive workload and work intensification are making teachers and lecturers time-poor. In every sector, you - our members - insistently state there is an ever-increasing workload and no time to do it and when time is not available work intensification occurs, all of which is unsustainable for teachers. It constitutes a serious health and well-being issue for very many members. The hidden and additional work done on top of class contact time is not recognised. TUI must demand that it be recognised, and we must campaign to this end.

Members at all levels in the profession need to call a halt and start saying 'no'. The TUI must move forward with policies that give our members back their personal time.

Who said it is okay to start correcting copies or exams at 11pm or at the end of your weekend on a Sunday night? When were we asked to sign over the deeds of our private lives and personal time? What number of hours is unhealthy? Research states that anything over 55 hours can increase the risk of stroke by 35% or heart disease by 17%. If we continue to work the way we are doing, we will become unhealthy. If you suffer burnout, you become useless to your family as well as in the job. Who or what is to blame for this rapid erosion of your personal time? Is it the school, school leaders, the Department of Education – or is it you? The Union must encourage change in our schools, but you must also do it for yourself. We must all learn to say no so that we can do our jobs and stay well.

Teaching Council elections

All four TUI endorsed candidates were elected to the Teaching Council: Clodagh O'Hara for the Community and Comprehensive constituency, Ursula O'Connor for the ETB Midlands-North-West constituency and Noel Cronin and Claire Markey in the ETB Dublin and South constituency. I offer my congratulations to all candidates and thank them for putting themselves forward. Thank you delegates for your support of these candidates.

Conclusion

That our Union is made-up of teachers, lecturers, and other educators across second level, third level, further and adult education gives us a breadth of expertise and experience that gifts us a unique understanding of the Irish public education system. The TUI in the coming year will strive to protect and represent our members and their interests effectively and professionally.

‘We will not tolerate the persistent need to engage, after the fact, on a solution rather than proactively co-designing a future’

Some extracts from the response of TUI President David Waters to Minister of State at the Department for Further and Higher Education, Research, Innovation and Science, Niall Collins, at TUI’s Annual Congress 2024.

Whilst DFHERIS is a relatively new department, we greatly value the long-standing tradition of Ministers with an education brief attending our conferences and hearing directly from the people who work at the coalface of education.

Obviously, there are very unusual extenuating circumstances that have kept Minister Harris from attending here today. I would like to congratulate him on his imminent appointment as Taoiseach.

The commitment he showed to Further and Higher Education was commendable over his tenure as Minister, and now that he is in a position of significantly more power, the TUI fully expects that this commitment will be honoured through unwavering support for the sectors from his new office, and the restrictions – financial and otherwise, that bound further progress in our sectors when he was Minister, will soon be lifted, so his successor can complete the many challenges that lie before us.

Youthreach

It is often observed that the ethical and cultural health of a society can best be judged by how it treats its most marginalised communities and, in terms of the public education system, Youthreach has for too long been consigned to the margins.

Youthreach members often feel they are the forgotten amongst the wider educational sphere, so I implore you Minister, and your department, to remember them. I would also, through you, ask our soon to be Taoiseach, to remember Youthreach, and remember the commitment that, as Minister, he previously gave to help in any way that he can to find a viable lasting solution for the whole of Youthreach.

Adult Education

Speaking of the forgotten, our Adult Education Tutors, many of whom - unlike any other group of public servants, are yet to receive their Building Momentum payments. Despite the fact that they were able to vote for the agreement, they saw no benefit of the agreement. Farcically, a lot



TUI PRESIDENT DAVID WATERS RESPONDING TO MINISTER NIALL COLLINS

of members – many the lowest paid in our membership, in a cost-of-living crisis, won’t have seen any pay increases, to which they were entitled, until the agreement expired, and a new pay agreement had been reached.

This is a group who unfortunately have become quite accustomed to waiting, to lack of progress, to being kept on the sideline. On behalf of Congress, I absolutely welcome the eventual arrival of the ‘Adult Education Offer’, but Minister, the Labour Court recommendation was in 2020!

It is outrageous that it has taken this long. Years have passed for our members where important, and basic, life decisions could not be made. Mortgages and car loans were permanently left idle in the absence of this offer. They are some of the most skilled members in education, it is high time that they are treated that way.

FE

Minister, there is a great philosophical question that haunts the halls of every PLC College and FET Centre in the country: what is the Further Education College of the Future? Depending on who you ask, or

in what part of the country you ask the question, or when you have asked them, you get remarkably different answers.

Thankfully, SOLAS now agree that the notion of an all-encompassing FET practitioner is dead, and it seems the relevant stakeholders are now seeing the inherent value in having teachers in the FET sector.

Start with what we are doing well, PLC colleges up and down the country are offering superb tuition with minimal resourcing. Instead of embarking on a branding campaign, begin with a funding campaign. Make sure all colleges and centres have the right resources and capacity so that all students, regardless of ability, or background, get the full educational experience. Capital expenditure should not be solely focussed on the major works of designing new ‘Colleges of the Future’ when we have ‘Colleges of the Present’/‘Colleges of Excellence’ which would really benefit from targeted infrastructure projects, to bring their facilities up to modern standards.

Minister Harris has spoken before about the need for proper SEN and AEN support in FE Colleges. It is utterly absurd that students who need special or additional help right up to when they are 17 or 18 are then suddenly expected to be able to transition to further education seamlessly without any additional assistance. This is not only an educational issue, but also a moral one.

Minister, if Further Education is to have a future, then it needs promotional posts. Workload is already at a staggeringly high level and our members cannot keep manning the breach and taking on extra responsibilities, whilst also drowning in a sea of bureaucracy.

NTO

Minister, speaking of consultation, this year has not been a smooth ride between the TUI and DFHERIS. On several occasions the TUI has found itself sidelined by the Department, excluded either purposefully or inadvertently, from any real concrete negotiations.

The National Tertiary Programme is generally a laudable ambition. Initiatives that increase the accessibility of education for students, from all backgrounds and walks of life, will always find a worthy ally in the TUI. However, the lack of planning and detail behind the programme has left many wondering about its future.

To start with, the timing of introducing the NTO programme in the summer, where no guidance counsellors could assist in students' awareness of the programme, left a lot to be desired. Questions remain around supports for students, and how we are to ensure those who avail of the programme have parity of esteem with their fellow students who have accessed the course through the CAO. Most importantly, the lack of consultation with the TUI, whose members are actually going to 'do the job', was quite frankly outrageous. We only received meaningful engagement after our members took action and lodged collective grievances all around the country.

To Minister Harris' credit, he did come out publicly and say the TUI had legitimate concerns, and a lot of the early issues were rectified. We recognised that and appreciate it albeit after the horse had bolted.

Apprenticeships

However, roll on further and we come to another serious issue, that of apprenticeships and the Phase 2 backlog. Once again, there was a proposal of a potentially innovative idea, where the Department would ask TUs and IOTs to step in and fill the gap. Or, more accurately, ask TUI members to step in and fill the gap. This is why, it was beyond comprehension,

that a Minister and a Department, who wanted to solve a very serious issue for the country wouldn't contact the TUI until the very last minute. There was absolutely no consultation with the TUI until matters reached crisis point.

Nonetheless, the outcomes from the discussions between your Department and the TUI were very productive for both sides, and more importantly for the apprentices. Despite these initial difficulties, Minister, your department has proven your dedication to apprenticeships. The €17 million for capital expenditure has been a significant boost for the sector. A new Labour Employer Economic Forum, chaired by the Minister, is very significant. These structural supports will have a real and lasting impact on education, and you, and your Department, should be proud to have introduced them. However, you cannot keep bringing the TUI to the brink of war each time you wish to launch a new initiative.

That is why I am delighted the TUI has been invited to be a part of the Apprenticeship Stakeholder Group. This is a prime example of how the TUI and the Department can work together for real change.

TU Funding

Minister, there are wider ongoing issues in the TU sector that need to be addressed. In particular, we have some of the highest student lecturer ratios in the OECD at 23:1, compared to an average of 17:1. If we are aiming for excellence, then the necessary resources need to be made available so that colleges can provide the best educational experience possible. Students thrive when they receive the adequate attention needed and can easily fall away when that provision is not made available.

The TUI has been consistently calling for more resources. The TU sector is a fledgling one but one you have supported. However, if adequate, multi-annual funding is not provided then the sector will not be able to deliver what everyone in this room wants and expects, which is a more equitable and accessible education for all our citizens regardless of where they are in the country.

DKIT/IADT

There is one issue that has dominated the TU landscape since its inception. That of course, is where do DKIT and IADT fit into this new TU sector.

Minister Harris has been especially vociferous in his support of these two institutions, and I must acknowledge the fact that he arranged a meeting with members of both branches. I would like to state categorically, that this Union holds Minister Harris to his clearly stated belief that DKIT and IADT's quest for a place in

this new order should be supported and facilitated. I would ask that you, and your department, continue to support the TUI in this regard and reaffirm your commitment to making sure that there will be no financial impediment, and that everything possible will be done to aid these institutions in that endeavour.

Housing

The housing crisis has exacerbated the recruitment and retention crisis in education and has disenfranchised thousands of young people from a proper education, as more pressing matters, such as, 'where are their family going to live?' takes rightful precedence. As President of the TUI, I would like to make it unequivocally clear, the housing crisis is the greatest failing, and disgrace, of not only this government, but of successive governments, and its scars will leave an indelible mark on the Irish people for decades to come.

Demands of Taoiseach

Minister, whilst I am aware some of what I am about to mention is beyond the remit of DFHERIS, Minister Harris becoming Taoiseach has significance. We in the TUI, would hope and expect that his experience as Minister for Further and Higher Education will be reflected in a more acute focus on education during his tenure as Taoiseach, accompanied by enhanced investment in quality public education at all levels.

Ireland ranks at the bottom of the OECD for its investment in education. That is absolutely shameful. We want our new Taoiseach to imagine what we could do if we were actually resourced properly.

Conclusion

If you will forgive the English teacher, George Bernard Shaw said, "The single biggest problem in communication is the illusion that it has taken place." The Department has fallen foul of this illusion for too long, and the Union will not continue to tolerate the persistent need to engage, after the fact, on a solution rather than proactively co-designing a future.

I believe all of us want to create an inclusive and strong education system, so I ask that you consult with us, work with us, build with us, and let's shape a relationship, a sector, and a society that values, and benefits, students, educators, and all citizens. Thank you.

‘Speaking of wastes of time, let’s talk about the Croke Park Hours’

Some extracts from the response of TUI President David Waters to Minister for Education, Norma Foley, at TUI’s Annual Congress 2024.

Gaza

Minister, before I speak about the Irish education system and the role both the TUI and the Department have played in it, I would just like to reflect on the horrors that we are all witnessing in Gaza. As an education union, our primary focus has been on the suffering of children, and teachers throughout the region, whether that be the horrific actions of Hamas on October 7th, or the continued indiscriminate carnage inflicted on the Palestinian people by the Israeli Defence Forces ever since. I think Irish people have been particularly shaken by the scale of the violence. Minister, I know that you will join us in its condemnation. On behalf of Congress, I ask that you, and your Cabinet colleagues, redouble your efforts, do everything in your power, to help secure an immediate ceasefire, to get humanitarian aid into Gaza and to assist in achieving long-lasting peace in the region based on a stable, viable two-state solution.

Senior Cycle

On behalf of the TUI, I absolutely welcome the decision to shelve teacher based assessments. However, it would be remiss of me not to express our frustration that teachers still have to battle, time and time again, this idea of marking our own students for state certification purposes. The Leaving Cert, for all its faults, has one great strength, and that is the anonymity for both the learner and the marker. We have consistently made clear in all fora, over a number of years, that any attempt to move to teacher-based assessments would not only be regressive educationally but would also forever damage the relationship between student and teacher in our classrooms, and undermine the very thing that underpins the Leaving Certificate’s deserved reputation for excellence – public trust.

You stated that this decision was down to AI and its possible effects on education. We welcome your prudence in this regard as both necessary and timely. I don’t doubt for a minute the power of AI, especially Generative AI.

However, Minister, I also don’t doubt the power of tens of thousands of teachers, who strenuously object to the idea. Had AI not emerged as an issue, moving to teacher-based assessments would still be a



MINISTER NORMA FOLEY WITH TUI PRESIDENT DAVID WATERS

terrible idea. Let me be clear, regardless of whatever conclusions are drawn from the SEC research on AI, the TUI are unwavering on this issue, we will not mark our own students for the Leaving Cert.

It is important to state that we are not against change or good, new, innovative ideas, but we are against change for change’s sake. Moreover, even good change must be resourced to be good. We have recently seen the creation of two new subjects, Drama, Film and Theatre Studies, and Climate Action and Sustainable Development. Both have the potential to enhance the student experience and to foster creativity, collaborative action, critical thinking, social awareness, empathy and global citizenship. They have the potential to enrich the Senior Cycle, but there are critical questions that remain unanswered. Barring the recent, and welcome announcement of increased allocation to schools who take on these subjects, we are in the dark. This lack of information, paralleled with the acceleration of the new Senior Cycle is extremely concerning.

One of the biggest unanswered questions is that of resourcing. Minister, we are continually compared to Finland – perceived, as the paragon of educational

virtues. Yet rarely is there a comparison between how the Finnish government resources education, and how the Irish government resources education. Finland invests just under 7% of GDP into education each year. Minister, we don’t even do half that, and less than 1% goes to post primary education.

Appropriate and generous resourcing is essential for successful redevelopment at Senior Cycle. Adequate funding must be provided for all schools, big or small, urban or rural. Equality and equity need to be at the centre of this.

There is a great irony in that we are now embarking on a study into AI and yet it takes forty minutes to turn on a computer in my own school. Schools are already at the pin of their collar. Teachers are already overburdened with workload. Such seismic change cannot be done on the cheap.

Workload

Speaking of workload, Minister, what is currently happening in schools is completely unsustainable. The union has abundant evidence from up and down the country of over-burdened teachers, including principal teachers, and rising rates of burnout. In any given school a teacher has to develop schemes of work, literacy

plans, numeracy plans, teaching and learning plans, differentiation plans, lesson plans, department plans, SEN plans, CBAs, formative assessment plans, summative assessment plans, digital plans, self-school evaluation plans, extra-curricular activities, retention plans, attainment plans, JCT, NCCA, UDL Plans, attendance plans, community plans, behavioural plans, pastoral care plans, DEIS plans, inclusion plans, student support plans - and we haven't even entered the classroom yet. Minister, is it any wonder we have a recruitment and retention crisis?

We cannot keep making the profession unattractive, by adding swathes of needless bureaucracy and paperwork. We cannot continue to have our members – teachers, including principal teachers at high and increasing risk for health issues, due to work overload in the education sector. We cannot continue to tear teachers away from their primary goal, teaching.

Posts of Responsibility

This is why Minister, there must be a restoration of posts of responsibility to 2009, pre-austerity levels. Indeed, this is a requirement under the agreement freely entered into by your Department with the TUI in September 2016. All additions have been welcomed by the TUI, in particular the 500 AP2s announced in the budget, and recently confirmed by your department, that schools can start filling these posts immediately after Easter for commencement in September. However, full restoration means full restoration.

A house minus a roof is not restored. Minister, schools cannot keep working on a piecemeal basis. The percentage of teachers with posts of responsibility is currently far below the 52% mark of 2009. If our collective aim is to have the best education system available that looks after both the educational and pastoral needs of our students, then urgent action is needed. The TUI will be watching the next Budget with very keen interest.

Teacher Supply

Minister, the TUI, as you know, has been outspoken and warned many times on why we will, and have, a recruitment and retention crisis in education. More importantly, we have consistently offered solutions to the crisis. The two-year PME still completely prices out anyone who might want to return to education or embark on a career change. Saving up to do a one-year course might be possible for some, but two years is an absolute impossibility for most. Halving the duration of the PME, would release approximately 1,400 teachers into the system

Minister, I have raised the issue of giving incremental credit for teaching service in

non-EU countries with you directly, and it has also repeatedly come up at the Teachers' Conciliation Council. We were told that this had gone to DPER for consideration, and after months of querying for updates, we later found out that this had not actually happened. Despite how you square that circle, there is no reason why the Department of Education cannot seek approval now for such a scheme. We have just shy of 4,000 qualified teachers in places like Dubai. They are offered benefits that the Irish State just cannot compete with at the moment, tax free salaries, houses, food allowances, the list goes on.

However, what we can do, is ensure that someone who has, say, 10 years' teaching experience is not impoverished on their return to Ireland. They will not come home if they have to start at the bottom of the pay scale. To put it simply, we need teachers, and we have an abundance of them abroad, who trained and qualified in Ireland, yet we are doing nothing to make the thought of coming home remotely attractive. This crisis will become an utter catastrophe unless serious action is taken.

Croke Park Hours

Speaking of wastes of time, let's talk about Croke Park Hours.

I have had some bad days in work, but nothing quite drains the soul, as when your principal introduces some unknown guest speaker to talk to you about something that has no professional, or personal relevance whatsoever.

Minister, teachers are tired. We are tired of the pointlessness of these meetings, we're tired of the box ticking culture that feeds off these hours. Teachers are naturally volunteers, we go way beyond the call of duty, week in, week out. Governments need to understand that a lot of the extra work isn't tangible, and doesn't generate a piece of data. You can't readily document the morale boost to students who get their first start for the school team, you can't write down on a spreadsheet the impact of coming in early to make sure a student is fed, you can't expect teachers and principals to operate as if they work in a large corporation, because they don't! These Croke Park Hours are sapping away volunteerism from schools.

Every minute, where teachers are resentfully bored to tears, erodes goodwill and loses hours of voluntary input to the school and the community. Schools can't be kept in austerity-mode forever. These hours were brought in when the country was in freefall, yet, for some misconceived reason, teachers remain tied to what would cost the Government nothing to remove. In the name of wellbeing for both the teachers and students, I ask you Minister, do what no

other Minister has done before, remove these hours and put the joy back into teaching.

Pay and Pension Equality

Minister, even though I have been teaching for over ten years, I am technically a New Entrant. A concept as farcical as the two tier pay system itself. I started teaching in 2012, the year of the worst pay discrimination in our profession. Salaries for starting in the profession were cut by a third, and morale was on the floor. As a result of over a decade of campaigning by the TUI, including strike action in February 2020, we have done all the hard work to right this wrong. It was teachers standing together in solidarity, giving up a 1% pay rise in the teeth of a cost-of-living crisis, so that their peers and colleagues could receive the value of the PME allowance, so they could finally be viewed as equals. That's what teachers did for each other, and the wider education system. Minister, I ask what will you and your department now do for us?

Those who have entered the profession since 2013 have had imposed on them an eviscerated pension regime that is much inferior to that of their colleagues. The new career averaging pension scheme affects teachers very acutely as teachers have the longest pay scale in the public sector and arguably the most miserly promotional opportunities. We can't keep denigrating and impoverishing the profession if we want to retain the teachers we have, and if we want to attract others to it. So, I ask again, what will our Department of Education do for us?

Conclusion

To conclude Minister, the TUI is proud of its educational values. It is proud of its social values, including the core principle of equity in and through education. We are a progressive union; we are a union that comes with solutions to problems, but we are a union with high standards, and we make no apology for calling out what we see as unjust, unequal or utterly illogical.

Ultimately, we share a common goal of making an education sector that benefits students of all abilities regardless of background; an education sector where teachers as the expert practitioners are respected, heard, and valued; an education sector that has the resources and capabilities to thrive into the future. Minister, if you are willing to work to that end, then we are more than willing to work with you. Thank you.

Public Service Agreement 2024-2026 accepted by TUI members – what pay increases apply?

In a national ballot that took place in February and March, TUI members voted by a margin of 82% to 18% to accept the Public Service Agreement 2024-2026.

The deal was officially ratified by the ICTU Public Services Committee, of which TUI is a member, on Monday, 25th March.

The following pay increases will apply over the period of the proposed agreement:

2024

- A general round increase in annualised basic salary* for all public servants of 2.25% or €1,125, whichever is greater, from 1st January 2024
- A general round increase in annualised basic salary for all public servants of 1% on 1st June 2024
- A general round increase in annualised basic salary for all public servants of 1% or €500, whichever is greater, on 1st October 2024

2025

- A general round increase in annualised basic salary for all public servants of 2% or €1,000, whichever is greater, on 1st March 2025
- A general round increase in annualised basic salary for all public servants of 1% on 1st August 2025
- The first instalment of local bargaining** equivalent to 1% of the basic pay cost on 1st September 2025

2026

- A general round increase in annualised basic salary for all public servants of 1% or €500, whichever is greater, on 1st February 2026
- A general round increase in annualised basic salary for all public servants of 1% on 1st June 2026.

*Annualised basic salary includes allowances in the nature of pay

**What is local bargaining?

Under Section 4.2.1. of the proposed agreement, trade unions “may negotiate additional changes in rates of pay and/or conditions of employment up to a maximum of 3% of the basic pay cost, inclusive of allowances in the nature of pay, of the particular grade, group or category of employee or bargaining unit. This may include proposals involving changes in structures, work practices or other conditions of service.” Detailed arrangements for local bargaining units will be agreed by the parties by 30th June 2024 and local negotiations within sectors concerning proposals will take place between July 2024 and June 2025.

All four TUI-endorsed candidates elected to Teaching Council

All four of TUI's officially-endorsed candidates were elected to the Teaching Council in the recent elections. Voting took place from 22nd February to 12th March 2024 and all candidates were backed by strong election campaigns.

Congratulations are extended to Clodagh O' Hara (Community & Comprehensive constituency), Ursula O' Connor (ETB Midlands-North-West constituency) and Noel Cronin and Claire Ni Mharcaigh/Markey (both ETB Dublin and South constituency).

Election of these TUI-endorsed candidates will ensure a strong, consistent voice for the teaching profession.



TUI SURVEY 2024

Government must make profession more attractive – survey shows over half of recent entrants would consider teaching overseas

The findings of a new survey of over 700 TUI members in the Post-Primary and Further Education and Training sectors highlight a range of concerns around the teacher supply crisis, bureaucratic overload and poor facilities in schools. The findings show significant, continuing involvement of teachers in voluntary extracurricular activities that benefit students.

To tackle the teacher recruitment and retention crisis, TUI is calling for full-time jobs upon initial appointment, a reinstatement of allowances formerly paid to teachers, more career opportunities and full recognition of teaching service overseas for those wishing to return to the Irish education system.

The online survey of 736 members was carried out in March 2024. Some questions were only applicable to certain cohorts, such as those appointed after 1st January 2011.



RECRUITMENT AND RETENTION

42%

believe they'll still be in the profession in ten years' time. 27% said they didn't believe they'd be in the profession in ten years' time. 31% said they didn't know or were due to retire within that timeframe.

51%

of recent appointments said that they would consider leaving Ireland to teach in another country. 41% said that they wouldn't. 8% didn't know. Of those who would consider leaving, the top three motivations chosen from a list were: Disillusionment with teaching job in Ireland; To save money; Unavailability/unaffordability of accommodation in Ireland.

81%

strongly agreed or agreed that recruitment and retention difficulties had had a negative effect on the service to students in their school/centre. 7% disagreed or strongly disagreed.

Of those who commenced employment on or after 1st January 2011:

12%

were offered a permanent position upon initial appointment.

35%

received a contract of full hours upon initial appointment.

SCHOOL/ CENTRE FACILITIES

50%

agreed or strongly agreed with a statement that their school/centre's facilities are suited to modern teaching and learning methodologies. 38% disagreed or strongly disagreed.

50%

disagreed or strongly disagreed with a statement that their school/centre has modern facilities that fully facilitate student work on additional assessment components (AACs) as part of Senior Cycle Assessment within their subject area. 23% agreed or strongly agreed

66%

disagreed or strongly disagreed with a statement that their school has the required facilities and resources suitable for providing new subjects (Drama, Film and Theatre Studies, and Climate Action and Sustainable Development) from 2025/26. 10% agreed or strongly agreed.

HOUSING/ACCOMMODATION ISSUES

35%

were aware of colleagues who have ceased employment at their school due to the accommodation crisis.

78%

believe that the accommodation crisis has had an adverse effect on the lives of students in their area.

ARTIFICIAL INTELLIGENCE



83%

agreed or strongly agreed that the Department of Education needs to provide more information/guidelines on the usage of Artificial Intelligence in education.

89%

agreed or strongly agreed that The Department of Education/DFHERIS need to provide continuing professional development (CPD) to teachers in relation to Artificial Intelligence.

POSTS OF RESPONSIBILITY

54%

agreed with a statement that if there were more Assistant Principal positions available in their school, they would be more likely to remain in the profession because of the potential for further career progression.

73%

believe Assistant Principal posts are primarily concerned with administration duties rather than serving our students adequately.

71%

do not believe there are enough Assistant Principal I and Assistant Principal II posts in their school to match the educational and pastoral needs of the school community.

BUREAUCRATIC WORKLOAD AND EXTRACURRICULAR ACTIVITIES

92%

agree or strongly agree that bureaucratic duties/paperwork regularly deflect from their core role of teaching.

93%

agree or strongly agree that bureaucratic duties that deflect from teaching have increased since they commenced their career.

51%

are involved in voluntary extracurricular activities.

Of those involved in extracurricular activities, 41% spend less than two hours a week, 45% spend between two and four hours a week and the remaining 14% spend more than four hours a week.

TUI IN THE

The following is a sample of some recent TUI-related media coverage

TUI delegates overwhelmingly supported motions calling for a ceasefire in Gaza as two Palestinian teachers received a standing ovation when they warned what was now occurring in the territory was “fast-tracked genocide”. TUI President David Waters personally proposed one motion on behalf of the union executive which slated the attacks on Gaza as “intentional and cruel violence upon children and other innocent, defenceless people”.

Irish Independent 

04/04/24

Extracts from Irish Times opinion editorial by TUI President David Waters:

Croke Park Hours

In a series of surveys, our members have consistently cited bureaucratic overload as an ever-increasing and demoralising distraction from teaching and learning, one that in many cases is driving teachers and lecturers from the profession.

Teachers detest the drift towards “performativity”. They want to teach, not tick boxes or attend meetings that benefit neither them nor their students. In this regard they are deeply and justifiably concerned about the usage and value of the so-called Croke Park Hours in schools.

TU sector, third level funding

We have made clear that there must be parity of esteem across the technological university (TU) sector – we will not accept a situation where individual TUs are free to operate without regard or recourse to national negotiation.

In third level colleges, the ratio of students to teaching staff in Ireland has now worsened to 23:1, a level far above the OECD average of 17:1.

Adult education

Meanwhile, in adult education, the delay in providing appropriate terms of employment to adult education tutors is an insult to the vitally important work that they do.

THE IRISH TIMES

02/04/24

‘Middle management work needs to be done for schools to function, but the adequate resources are not provided,’ said TUI member Aideen Clarke. ‘We need these roles reinstated, giving opportunities and security to teachers.’

THE IRISH TIMES

01/04/24

Over half the newly recruited teachers surveyed in a major study said they would now consider leaving Ireland to work overseas with disillusionment, savings and high accommodation costs cited as the main reasons for quitting Irish classrooms. The study - conducted by the Teachers’ Union of Ireland (TUI) - also found that one-in-three Irish teachers who entered the profession since January 2011 took longer than three years to be offered a full hours contract.

01/04/24

Irish Independent 

TUI President David Waters was interviewed live on Virgin Media’s Ireland AM around continuing teacher recruitment and retention crisis

03/04/24



MEDIA

'Second-level schools across the country are experiencing unprecedented struggles in putting teachers in front of classes, yet the Department [of Education] still refuses to properly facilitate a highly qualified and significantly experienced cohort in returning to Irish schools,' said TUI General Secretary Michael Gillespie on teachers returning from abroad.

THE IRISH TIMES

01/04/24

'The duration of the two-year Professional Master of Education (PME) must be halved, as this has simply become too expensive for many seeking to enter the profession. Also, teachers who wish to return from abroad must be provided with full incremental credit for their overseas service.'

– TUI General Secretary Michael Gillespie in Evening Echo opinion editorial.

EchoLIVE.ie

28/03/24



NESSA O'MEARA
Teacher

TUI member Nessa O' Meara was interviewed on RTE News bulletins on the difficulties experienced by teachers trying to attain secure, full-time work

3/4/24

TUI members warned that AI should never replace human beings in the classroom and must only be used to support and not undermine teachers. For the first time ever, AI and the need for its carefully regulated control emerged as a major motion on the TUI annual conference agenda.

Irish Independent

02/04/24





Delegates Aoife Leahy and Cillian O' Neill were interviewed by Virgin Media News, along with TUI President David Waters
03/04/24



On RTE's This Week programme, TUI General Secretary Michael Gillespie said that teachers need to be allowed to teach rather than deflected by 'empty' bureaucratic duties and form-filling. It was 'unsustainable' to have classes of 30 when we're moving towards Senior Cycle redevelopment and facilitating additional assessment components and encouraging critical thinking, he said.



RTE
31/03/24

Speaking on RTE's Drivetime programme, TUI President David Waters said that Minister Foley must start listening to practitioners on the ground on the recruitment and retention crisis and bureaucratic overload, and that the two-year PME cuts off a whole group of potential teachers from entering the profession due to financial cost.

RTE
01/04/24



Antóin Ó Coinn ball de Feidhmeannas Náisiúnta AMÉ ag tabhairt agallamh le TG4 ar an tríd lá de Mhárta 2024.

Teachers are escaping "poverty and disrespect" for other countries with better conditions, the Teachers' Union of Ireland's annual conference has heard. Research from the TUI shows that just 35% of survey respondents who entered the profession in recent years received full-time contracts when first employed.

Irish Examiner **02/04/24**



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ANNUAL CONGRESS 2024 REPORT

RESOLUTIONS CARRIED

A. Third Level

A1. Apprenticeships

3 TUS Athlone/Limerick Colleges

Congress instructs the Executive Committee to seek a categorical assurance that the responsibility for the delivery of the phases 4 and 6 of apprenticeships remains solely the purview of the technological university/institute of technology sector and to seek public, written, commitments from all relevant parties in this regard.

1 MTU Kerry

Congress notes that there are an increasing number of programmes outside of standard (semester based and full-time) academic calendars (e.g. apprenticeship blocks) on which members of the TUI deliver. Congress instructs the Executive Committee to act to protect the terms and conditions of such members, e.g. annual leave.

2 Dundalk IT

Congress instructs the Executive Committee to lodge an immediate claim for the upgrading of Section Heads currently at Lecturer Grade to Senior Lecturer 1 given the increased level of responsibility that Section Heads now have especially on Apprenticeship Programmes.

A2. Conditions of Service - Third Level

11 ATU Sligo

Congress instructs the Executive



Committee to insist the management of technological universities cease taking decisions to cut programmes or remove electives in various schools and disciplines without programmatic review, evaluation or consultation with the staff teaching/researching on these programmes. Furthermore, Congress instructs the Executive Committee to negotiate an agreement with management of Technological Universities to immediately halt any further unilateral decision-making in relation to termination of programmes pending a proper process of programmatic review across programmes and proper consultation and agreement with our members and in compliance with the Technological Universities Act 2018 and in compliance with MoU commitments to regional provision.

15 ATU Galway-Mayo

Congress instructs the Executive

Committee to negotiate a national agreement for a progression from Lecturer to SL1 posts.

10 TUS Athlone/Limerick Colleges

Congress reaffirms the position that the TUI will only negotiate terms and conditions of service for any and all grades represented by this Union on a national, sectoral basis. Having affirmed this, Congress now instructs the Executive Committee to ballot members for industrial action up to and including strike action, in any and every case where a TU/IoT attempts to implement any academic contract(s) that have not been nationally agreed and/or where a TU/IoT seeks to implement any contract(s) that seek to undermine or displace existing nationally agreed contracts of represented grades. Congress further instructs the Executive Committee to require that no further local engagement or agreement can be permitted or

actioned where that local agreement is prejudicial to nationally agreed contracts.

5 MTU Kerry

Congress notes the publication of the OECD Report “A Review of Technological University Academic Career Paths, Contracts and Organisation in Ireland” which was published on the 16th of December 2022. Congress instructs the Executive Committee to take all necessary steps to prevent the replacement of lecturer-student contact time by the use of other grades e.g. teaching assistants, tutor/demonstrators.

16 Dublin Colleges

Congress instructs the Executive Committee to begin negotiations with the Department of Higher and Further Education, Research, Innovation and Science for the creation of a proper career structure such as exists in the traditional universities. In particular, we seek an increase in the percentage of positions at senior lecturer level or higher with a view to reach parity by 2030.

7 ATU Donegal

Congress instructs the Executive Committee to immediately and strongly re-assert the rights of Union Members in regard of the Cush Report (Circular 0041/2016). Third level branches are seeing systematic attempts by the Technological Universities to undermine the nationally agreed principles and established practice of the Cush Report with the consequence that the casualisation of Union members is increasing across the sector and the mechanism of progression to decent terms and conditions for those members is being undermined and nullified.

Specifically, Congress instructs the Executive Committee to:

- Protect the integrity and application of the Cush Report (Circular 0041/2016) in all available forums and
- Survey the third-level sector in detail to establish the current level of

casualisation of Union members and analyse the ways in which their rights are being undermined and

- Develop a TUI position that is consistent with the previous application of Cush and which takes account of the new Technological Universities and their formation from the legacy IOTs and
- Challenge the bizarre and grotesque interpretations of the application of the Cush Circular by the management bodies by lodging collective and exemplar grievances in relevant forums such as the WRC and its adjunct adjudication bodies.

19 TUS Athlone/Limerick Colleges

Congress instructs the Executive Committee to negotiate an improved career structure for all academic grades. Congress further instructs the Executive Committee that, in line with Rule 2 (ii) of this Union, it will not accept or vote upon any newly negotiated career structure for any represented grades which in any way involves or results in a reversion to a lower salary or diminution of existing terms and conditions for any member.

6 TUS Athlone/MTU Kerry

Congress notes Motion 44 of Congress 2019 brought on behalf of the Executive Committee: “Congress notes the increasing use of online learning, blended learning and e-learning and the absence of a national sectoral agreement regarding conditions and safeguards that should apply to such models of delivery and learning. Congress instructs the Executive Committee to negotiate such a national sectoral agreement as a matter of urgency.”

Congress 2024 instructs the Executive Committee to enter into negotiations for a national sectoral agreement for online teaching. Congress further instructs the Executive Committee to ballot third level members prior to the acceptance of a national sectoral agreement.

A3. Researchers

26 TUS Athlone/MTU Kerry

Many researcher contracts are not adequate. There is no standard contract in the IoT/TU sector and there are differences in the models employed. Congress instructs the Executive Committee to negotiate with DFHERIS

- a) a new nationally agreed contract for researchers which improves their conditions of service and
- b) an extension of this contract to existing researchers where this is of benefit to them.

If progress is not made on this by the end of December 2024, then members will be balloted for industrial action.

25 IADT Dún Laoghaire/Dundalk IT/TU Dublin Tallaght

Congress notes the decision of TUI negotiators, taken in good faith, to prioritise pension provision for our members who are researchers with discussion of other contractual matters to take place following resolution, which was expected in a relatively short timescale. Congress deplores the years of delay which have followed and instructs the Executive Committee that all matters covered by the TUI’s original claim must now be progressed in national negotiations.

A4. Technological Universities

35 MTU Kerry

Congress notes the very significant workload that the merger of former Institutes of Technology and subsequent transformation to Technological Universities creates for branch officers and area representatives. Congress instructs the Executive Committee to demand that appropriate INTUC hours are allocated over appropriate timescales for TUI representatives to participate meaningfully on behalf of their members in negotiations with management.

Continued on p.22



#TUI24



30 TUS Athlone/Limerick Colleges/MTU Kerry

Congress notes the recent publication of the “TUI Policy and Strategy for the Technological University Sector”. In particular, Congress notes the commitment that all campuses of a TU teach across levels 6 to 10, with some specialist level 9 and 10 programmes on specific campuses. Congress instructs the Executive Committee to protect the delivery of the full range of courses across all levels, on all campuses, in line with the spirit of the TU act.

28 Executive Committee

Congress notes the legislative requirement that 65% of TU academic staff have qualifications at doctorate level. Congress also notes that management utilised doctoral equivalency processes to meet the requirements for designation. Congress asserts that management must apply the same equivalence used for designation, inter alia, to meet the 65% metric and for the purposes of all relevant legislation and terms and conditions of service (including but not limited to: progression, promotion, supervisory responsibilities etc.). Accordingly, Congress instructs the Executive Committee to progress the doctoral equivalence claim for all academic grades in membership, in this regard.

29 MTU Cork

Congress instructs the Executive Committee to ballot members to seek the issuing of a directive for phased national industrial action (where appropriate) up to and including strike action with effect from 1st October 2024 in the event that any consortium does not honour in full its commitments to TUI members that are required to be honoured by that time under an agreed Memorandum of Understanding between the relevant TUI branches and management.

39 MTU Cork

Congress instructs the Executive Committee to negotiate with the Department of Further and Higher

Education, Research, Innovation and Science (DFHERIS) for the automatic progression of lecturers to the post of Senior Lecturer 1 (Teaching).

34 Dundalk IT

Congress commends the work and commitment of the members of the TUI’s Inter-Branch Negotiation/Engagement Technological University Committees (INTUCs), which have been vitally important in protecting the interests of Third Level members. Congress instructs the Executive Committee that:

1. The TUI will support the continued operation of INTUCs and insist upon continued negotiation and engagement by Managements with them.
2. With regard to the restructuring of the sector, there must be parity of esteem for TUI Branches in the remaining IoTs regarding both the level of engagement with Management and participation in the TUI’s consultation and decision-making processes.
3. The complexity of multi-campus TUs and of the negotiations and processes which are transforming the sector require the provision of engagement time for TUI participants; a key priority for the TUI must be negotiation of the provision of such time for TUI representatives into the future.
4. For the consistency of TUI negotiation positions and the future cohesion of the sector, INTUCs/Branches must be supported in sharing information and regular updates on their activities and the development of their TU/IoT.

The selection of each Branch’s representatives on the relevant INTUC (or equivalent committee in an IoT Branch) is a matter for the decision-making processes of that Branch.

36 IADT Dun Laoghaire/Dundalk IT
Congress instructs the Executive Committee to reaffirm its commitment to actively pursuing and ensuring TU designation for IADT and DkIT through the provisions of the Technological Universities Act 2018 and the principles outlined in the 2017 National Agreement between TUI, THEA and Department of Education.

B. Further Education and Training

B1. Adult Education

41 Co. Donegal/Executive Committee
Noting the large increase of students with English as an additional language into the Further Education sector, Congress calls on DFHERIS to recruit additional Adult Literacy Organisers to help alleviate the burden of the resulting unmanageable increase in administration duties.

B2. Assessment

61 Co. Carlow/Co. Longford/Co. Offaly (X2)/Tipperary NR
Congress instructs the Executive Committee to seek an improvement of payments for locally devised assessments with relevant bodies. The rates have not been updated in many years and the rates are only applicable to a limited number of modules. Congress further instructs the Executive Committee to negotiate a broadening of these payments to include all QQI modules at all levels.

60 Co. Kerry
Congress instructs the Executive Committee to note the increasing amount of work involved in QQI assessment and to campaign to stop the overloading of colleagues in FET; seek to institute a national, no-nonsense system for assessing QQI courses and to demand that colleagues are appropriately paid for all QQI work.

62 Co. Kerry

Congress calls on the Executive Committee to seek the introduction of allowances for administrative duties associated with QQI marking and QQI awards (in line with SEC allowances).

B3. Conditions of Service – FET**72 Executive Committee**

Congress notes the lack of a centre/locational re-assignment/transfer agreement that is specific to members within FET who teach in multi campus colleges/centres under the same roll number. Congress calls on the Executive Committee to engage in discussions with ETBI to produce a centre/locational re-assignment agreement that specifically deals with multi campus locations. Pending such an agreement, Congress instructs the Executive Committee to insist on strict application of the terms of 1999 TUI/IVEA transfer agreement to any such locational assignments and robustly to represent, assist and protect the interests of any member whom an employer seeks to re-assign/transfer (for part or all of her/his hours) between campuses of a multi-campus FET college.

65 Co. Kerry

Continued changes in the FET sector, many of which are wholeheartedly welcomed, are frequently made without consultation or planning. It is crucial that the holistic model of Guidance Counselling and working terms and conditions of Guidance Counsellors are protected within the sector. Congress instructs the Executive Committee to engage with stakeholders including SOLAS, ETBI, DFHERIS & the 16 ETBs, to insist the protection of the professional practice of its members who are Guidance Counsellors in Colleges of Further Education.

69 Co. Mayo

The FET Colleges of the Future are being implemented without any substantive consultation and negotiations with members. With regard to existing staff transfer agreements

they are being ignored or at best misinterpreted to the detriment of staff. Congress instructs the Executive Committee to engage with the ETBI, SOLAS and any other relevant body, to write to all Education and Training Boards stating what pertinent agreements are in place and remind them that they must be adhered to. These conditions were hard won and must be protected and implemented.

79 Limerick City

Congress instructs the Executive Committee to negotiate, with the Department of Further and Higher Education, Research, Innovation and Science, a Bereavement Leave Circular for all educators other than teachers.

67 Co. Kerry

Congress calls on the Executive Committee to strive to ensure that as FET changes and develops, that the central role of teachers, rather than resource workers or instructors, be maintained. There should be no diminution in the central role of the qualified teacher in the delivery of courses.

80 Limerick City

Congress instructs the Executive Committee to negotiate with the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) partial absences for medical related appointments for all educators, other than teachers.

68 Co. Carlow

Congress instructs the Executive Committee to liaise with ETBI and DFHERIS, to facilitate the FET sector with formal subject support structures and communities of practice similar to those in existence in post-primary schools so teachers, tutors, instructors and other grades can share best practice in teaching, learning and training within their areas of competency.

C. Second Level**C1. Conditions of Service – Second Level****86 Dublin & Dún Laoghaire**

The S&S scheme can only be used to cover for certain categories of teacher absence, including uncertified sick leave and teachers' absences due to other approved school activities (e.g. games, competitions and other extra-curricular activities) and to cover the first day of each absence due to force majeure leave and illness in family leave.

Due to the current recruitment crisis, teachers are regularly called to substitute during their timetabled S&S periods outside of the terms of Circular Letter 06/2014. Congress instructs the Executive Committee to demand negotiations with the Department of Education to pursue payment for hours of substitution provided by members where casual supervision cannot be provided. The supervising teacher will be paid the personal rate for all supervision provided outside the framework of Circular Letter 06/2014.

87 Co. Carlow

Congress instructs the Executive Committee to negotiate with the Department of Education for a reduction in Supervision and Substitution hours from 43 hours to 37 hours.

84 Tipperary NR

Congress condemns the practice of some ETBs who are failing to pay office holders and employees travel and subsistence for the performance of duties carried out when they are temporarily away from their normal place of work.

Congress directs the Executive Committee to meet with the relevant authorities to have legitimate travel and subsistence paid to employees or office

Continued on p.26

STRENGTH IN MEMBERS

TUI CONGRESS 2024



TUI General Secretary Michael Gillespie with TUI Credit Union personnel (l to r Pat Conway Director, Maria Byas Operation Manager, Geraldine Noonan Director, Frank McGinn Director and Paul Roche CEO)



TUI President David Walters with credit union personnel



Matt Kenny Chair Co. Kilkeny branch accepting the Congress delegate prize on behalf of the winner Maura Comerford.

TUI Credit Union was pleased to participate at TUI Congress 2024 held in Killarney. It was wonderful to connect with our current members as well as potential new ones. The feedback from attendees was overwhelmingly positive, with many acknowledging the exceptional personal service they've received from the Credit Union. Our CEO, Paul Roche, addressed the delegates, highlighting the Credit Union's sustained growth and showcasing our attractive savings products. We extend our gratitude to the organising committee for hosting an outstanding Congress.



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STRENGTH IN MEMBERS

MONTHLY MEMBERS DRAW
WINNERS
MARCH 2024

1st - €10,000	Patrick McNulty - Co Wexford
2nd - €5,000	Bernard McCormack - Co Dublin
3rd - €3,000	Helen Redmond - Co Dublin
4th - €1,000	Ross Lynch - Co Limerick
5th - €500	Anthony Buckley - Co Dublin
6th - €500	Gertrude McDermott - Co Roscommon
7th - €500	Damian Shanahan - Co Tipperary
8th - €500	Sidella O'Brien - Co Dublin
9th - €500	Caroline Mohan - Co Donegal
10th - €500	Anne Clear - Co Donegal

Total Amount Won €22,000

SECURE YOUR FUTURE

with TUICU

Welcome to “Secure Your Future with TUICU”

The Teachers’ Union of Ireland Credit Union is proud to unveil our “Secure Your Future with TUICU” campaign, dedicated to guiding our members towards financial well-being, no matter where you are in your journey.

For Our Seasoned Members:

Discover the peace of mind that comes from a robust retirement savings plan, ensuring your golden years are as rewarding as your career has been.

For Our Younger Members:

Start your financial journey on the right foot with TUICU. We’re here to show you how early savings can unlock a future filled with freedom and possibilities.

Join us as we embark on a path to financial security and empowerment. TUICU is with you every step of the way.

1

ON DEMAND SAVINGS

Avail of annual Dividend*

2

32 DAY NOTICE ACCOUNT

Variable
0.55%

FOR MORE
INFORMATION



3

1 YEAR TERM ACCOUNT

Variable
1.5%

4

3 YEAR TERM DEPOSIT ACCOUNT

Variable 2%
with a bonus 2%
at maturity
AER 2.67%

BONUS

5

5 YEAR TERM DEPOSIT ACCOUNT

Variable 2.5% with
a bonus 2.5%
at maturity
AER 3%

BONUS

Please Note *: In 2023 a dividend of 0.40% was paid. Past dividend rates are not an indication of future rates.

holders, without deduction of income tax, for duties carried out outside their normal place of work.

85 Co. Donegal/Co. Offaly

Congress notes the trojan work done by TUI members at school and centre level and condemns the current situation whereby teachers travelling to national training and conferences are reimbursed the lowest band for the CC of their vehicle. Congress instructs the Executive Committee to negotiate with all relevant agencies to insist that the full banded rate, as per the current schedule of Civil Service rates, are paid.

C2. Croke Park Hours

103 Co. Donegal/Co. Limerick/ Executive Committee

Congress instructs the Executive Committee that as part of the Croke Park hours, the 10 discretionary hours be increased significantly. These hours are to be ringfenced for Teachers’ Professional Learning/CPD and will be undertaken based on the professional judgement of each teacher.

104 Dublin C & C

Congress instructs the Executive Committee to negotiate for teachers to use their individual Croke Park Hours for involvement in delivery of co-curricular and extra-curricular activities within the 33 hours already negotiated up to the maximum individual hours allowed under the agreement.

C3. Examinations

110 Executive Committee

In light of the increased funding from the SEC for the payment of Superintendents, Oral and Written Examiners, Congress instructs the Executive Committee to seek that these payments be maintained or increased in order to continue to protect and safeguard the integrity of the State Examinations.



C4. Posts of Responsibility

113 Executive Committee/Co. Kerry / Co. Laois/Co. Wicklow

Motion 105 adopted by Annual Congress 2023 reaffirmed the restoration of posts of responsibility as a key priority for the Union and instructed the Executive Committee immediately

- to initiate a sustained campaign to achieve full restoration (to the pre-moratorium level, at least) and in this regard
- to demand restoration of half of the outstanding posts in Budget 2024 and restoration of the remaining posts in Budget 2025.

“In the event of failure or refusal by the Department to effect restoration in this (or a more expeditious) manner” Congress instructed the Executive Committee to

- do whatever is necessary to achieve strict and comprehensive application of and compliance with the TUI directive on Posts of Responsibility
- put in place measures, short of

industrial action, in the 2023/24 school year, to protect the professional integrity and personal time of members and

- ballot members for a sustained and broad-based campaign of industrial action, up to and including strike action, to secure the restoration of AP1 and AP2 posts of responsibility and appropriate career structure

Congress notes that in Budget 2024 (as set out in October 2023) the Department and government failed abjectly to provide for restoration of half of the outstanding posts. Congress therefore instructs the Executive Committee immediately to act in accordance with the requirements of Motion 105 from Annual Congress 2023.

122 Co. Donegal/Galway/Co. Offaly

Congress instructs the Executive Committee to insist that all vacant and acting Posts of Responsibility are filled as soon as they fall vacant thereby ensuring that members receive payment without delay.

124 Co. Carlow/Co. Meath

Congress demands the Executive Committee work with the DoE and the DFHERIS to begin an urgent review of

Posts of Responsibility with a focus on the level of work expected for AP2 posts as the workload is ever increasing and unsustainable. A shortage of posts has also created an issue whereby the lack of promotional opportunity coupled with the workload given when a promotional post is finally obtained, is making the teaching profession a very unattractive profession, we must act now before further damage is done and make promotional opportunities common place once more.

121 Birr-Gallen

Congress instructs the Executive Committee to negotiate with the Department of Education that SEN Co-ordinators be provided to schools, ex-quota.

114 Co. Carlow/Co. Waterford

Congress notes a degree of movement on the restoration of Posts of Responsibility. But Congress requests the Executive Committee to seek a meeting with the Department of Education immediately and negotiate not only a restoration of posts (in line with previous levels) but additional posts and further clarification on the 500 posts announced. A lack of promotional opportunity in the profession is causing further recruitment and retention issues.

D. Workload & Professional Issues

D1. Workload

129 Executive Committee/Co.

Donegal/Co. Offaly/Galway

Congress asserts that

- the workload of teachers, lecturers and other educators has become unsustainable as a result of ongoing overload, intensification and bureaucratisation.
- much of the excessive workload has little, if any, relevance to teaching and learning
- the resulting deflection from core professional responsibilities makes teaching unattractive and is a significant cause of flight from the

profession

- the encroachment of work on personal, discretionary and family time is intolerable

Congress notes that in successive national pay agreements the critical issues of work overload and intensification have not been broached or covered.

Congress therefore instructs the Executive Committee immediately to prioritise the protection of members' time and the integrity of their professional roles and, in September 2024, to ballot members – at local, sectoral and/or national level, as appropriate – for a robust, escalating and sustained campaign of industrial action, up to and including strike action, to secure appropriate structural remedies and alleviations.

Congress recommends that the Executive Committee seek to secure the agreement of our sister teacher unions to join the campaign. However, even if such agreement has not been secured, Congress demands that the campaign be prosecuted by the TUI in accordance with the above timeframe.

132 Co. Carlow (Amended by Dublin C&C)

Congress instructs the Executive Committee to negotiate additional professional time for teachers. The current workload for teachers with the high class contact hours is unsustainable and is leading to retention issues and also driving high numbers of teachers to seek job share. This is unacceptable and is destroying our profession. With each passing year, teachers are being asked to complete more and more paperwork taking their focus away from the job they were hired to do, teachers are not administrators.

131 Co. Clare/Co. Wicklow

Congress instructs the Executive Committee to lobby the Department of Education to put a halt to the layers and layers of administration and paperwork that is creeping into schools every year

which is creating untold burnout and contributing to the unattractiveness of the profession. This has repercussions in the long run with teachers leaving our profession and many not choosing teaching as a profession long term.

130 Co. Clare

Congress instructs the Executive Committee to examine the imposition of school IT platforms on the lives of teachers both in and outside of school with regards to the increase in workload, invasion into personal time and pressure to complete online courses outside of school hours.

133 Co. Carlow

Congress instructs the Executive Committee to facilitate FET colleges to provide appropriate complementary roles, including administration and technical support so that teachers' time is focused on teaching, learning and assessment.

D2. Professional Issues

135 Executive Committee/Co. Kerry

Annual Congress expresses its deep concern about the ongoing erosion of the culture of democratic collegiality in our schools, centres and colleges. In an increasing number of workplaces

- staff meetings are organised and conducted as briefings with little or no staff input to the agenda
- robust professional discussion is disallowed or curtailed and respectful professional disagreement is misrepresented by school management as disloyalty
- votes take place without transparency or democratic oversight
- key decisions in relation to school/centre/college organisation, timetabling structures, curricular offer are made not by the full staff but by self-selecting sub-sets thereof
- communications from management are sent and response is requested outside of working hours
- Union involvement and activism is discouraged and sometimes

- penalised
- the convening of union meetings is not facilitated or is obstructed
- Workplace Committees and TUI workplace representatives are refused access to key documents, e.g. in relation to allocation etc.
- staff are denied access to basic documentation – such as timetables and rosters, the mandated lists in respect of posts of responsibility etc. - on the false pretext that the GDPR requires such a restriction
- there is evidence of churning of fixed-term staff
- new members of staff are not issued with a contract or a statement of the terms and conditions of their employment until the expiry of appeal periods
- mandatory provisions of Circular Letters are ignored or are treated by management as discretionary
- attempts are made to circumvent or frustrate the operation of grievance procedures
- Interview Boards for appointments or promotions serially comprise the same interviewers
- senior management is defensive and dogmatic when its view, proposal or decision is challenged
- the training provided to newly appointed school leaders in collegial culture is not sufficiently practical or relevant.

Congress instructs the Executive Committee to address this drift towards autocratic institutional culture with a view to arresting and reversing it. In this regard, as a first measure, Congress instructs the Executive Committee to develop and to issue to members a set of clear guidelines on the key requirements at institutional level for fostering and preserving an appropriate culture of democratic collegiality and respect.

Congress also instructs the Executive Committee formally to assure Union representatives and members that, in seeking to establish and/or maintain such a culture in their workplaces, they

will have the full support and protection of the union.

137 Co. Laois

Congress reiterates our Union's view of education as a means of enabling human progress and democratic values. Education's ultimate success is based on factors including the quality of its professional relationships. In that context, Congress condemns the increasing level of bureaucratic demands on our schools. In addition, and inextricably linked to this problem, is the burden of the oppressive and counterproductive school inspection model which is currently in the ascendancy.

While supporting the necessity for accountability and recognising the statutory basis for school inspection, Congress calls on the Executive Committee to campaign for a long overdue process of inspection reform. For example, inherently subjective judgments made in the context of claims of objectivity are, among other descriptions, completely farcical. This campaign should begin with the development of the rationale for reform, based on academic research and other evidence which prioritises consultation with our members.

E. Recruitment and Retention Issues

139 Executive Committee

Congress is gravely concerned about the ongoing and deepening crisis in teacher supply and the abject inadequacy of the response to the crisis by the Department of Education and Government generally.

In this context, Congress deplores the failure of Government to add teaching to the critical skills list for employment permit purposes which gives rise to the absurd situation that experienced and Teaching Council-registered migrant teachers resident in Ireland are prevented from securing appointment to

vacant positions (for which they are fully qualified) in our post-primary and FET settings.

Congress instructs the Executive Committee to demand that teaching be immediately added to the critical skills list, to bring this demand as a matter of urgency to all the appropriate fora (TCC, ETB IR Forum, Teacher Supply group, Teaching Council) and to highlight the issue through the media.

143 Co. Carlow

Congress instructs the Executive Committee to liaise with the DoE, the Teaching Council and the HEIs without further delay to reduce the length and the cost of the PME as part of ongoing efforts to reduce the recruitment and retention crisis in teaching.

142 Galway/Co. Offaly/Co. Westmeath

Congress notes that negotiating a voluntary relocation scheme is current TUI policy, which has been passed by several Congresses. Congress instructs the Executive Committee to continually engage with all relevant bodies to discuss a voluntary relocation scheme and to continue to bring this issue up at every relevant forum.

141 Co. Carlow/Co. Kerry/Co. Kildare

Congress asserts that not alone is there a recruitment and retention issue at second level but that this issue has reached crisis levels. With that in mind, Congress instructs the Executive Committee to engage as soon as is practicable with the Department of Education with a view to increasing the allocation immediately in order that schools may recruit staff for the 2024-25 year on full contracts rather than piecemeal contracts. Low hours can and must be increased in order to protect the profession, ensure a career path and provide schools and centres ways in which to manage this crisis.

F. Climate Action/Justice

150 Dublin & Dún Laoghaire/Dublin City/Executive Committee

Congress instructs the Executive Committee to engage with the Department of Education to seek to rapidly expand the Schools Energy Retrofit Pathfinder Programme, which is planning deep retrofits of only up to 10 schools. This programme needs to be expanded to cover all schools in the country, in order to address the Climate Emergency, and achieve the target of reducing schools' emissions by 51% by 2030.

Congress also instructs the Executive Committee to engage with the Department of Further and Higher Education, Research, Innovation and Science, to insist that similarly resourced retrofit programmes will be developed and introduced for buildings in ETBs and HEIs.

Congress further instructs the Executive Committee to engage with the Department of Education, DFHERIS and other relevant management bodies (ETBI, HEA, THEA etc.) to insist that all Energy Cost savings are recorded for the attention of the relevant board/governing body, and that the result from the energy efficiency measures put in place as part of the Schools Energy Retrofit Pathfinder Programme, which in some cases could be as much as 45%, are put back into funding the needs of the school/centre/HEI, and not returned to the exchequer.

149 Dublin City/Executive Committee

The TUI issued its statement declaring a Climate Emergency in 2022. Congress notes the danger of climate change denial and the role the Union plays in educating society. This Congress reiterates the declaration of a climate emergency, condemns the actions of parties engaging in climate change denial, and instructs the Executive Committee to engage in public discourse to actively assert the necessity

to address climate change and, vigorously, to use its platform to address the facts and debunk the arguments of climate change deniers.

152 Dublin City

Congress demands that the Executive Committee support and encourage ETBs to create Climate focused courses for the PLC sector.

151 Co. Kerry/Dublin City

Congress instructs the Executive Committee, at a time of unprecedented profits for fossil fuel Transnational Corporations, to request that there is full transparency (including detailed factsheets) on all TUI member AVC funds listed as "Public Sector Balanced" or "Public Sector Cautious" by brokers Cornmarket/Irish Life on the Pension Planet website. This will provide TUI members with the information they need if they seek to divest their investments from funds with high exposure to fossil fuel industries/infrastructure that are fuelling climate disruption, as well as arms, tobacco and other malign industries. It should request further that information is provided on the names of asset fund managers for these funds. Finally, it requests that Cornmarket/Irish Life makes available at least one Article 9 Dark Green Fund for TUI members' pension investments.

G. Additional Educational Needs

156 Co. Donegal

Congress instructs the Executive Committee to negotiate with the DoE and other relevant agencies to insist that when a Special Class is sanctioned there is also a post of responsibility accompanying this to manage the Special Class.

155 Dublin City

Congress directs the Executive Committee to meet with the Department of Education to discuss the NCSE's decision to collaborate with one specific charity on an Autism Friendly Schools Project. This collaboration, with some of the participation costs partially

sponsored, will still cost participating schools up to €500 for new schools and a cost of €300 for returning schools (year 2&3). In a letter emailed to schools on the 20th October 2023, the NCSE urged schools to apply to work with this charity on this project.

Congress commends school leaders and staff for always striving to ensure their school is friendly for every student. When this isn't possible it is due to systematic issues. Congress notes that the NCSE is already supposed to provide schools with the necessary training and the Executive Committee should use this meeting to reinforce this and express its concern that the NCSE's decision to collaborate with one specific charity to carry out, at a cost, training that they should provide.

H. Artificial Intelligence

159 Co. Donegal/Galway/Co. Longford/Co. Offaly/Executive Committee

Congress, believing human interaction to be at the heart of quality education, declares as a priority that AI must not be allowed to substitute for, displace or replace teachers/lecturers and instructs the Executive Committee to uphold this core principle by any means necessary, including, if the need arises, by means of industrial action, local or national, following ballots of affected members.

157 Executive Committee

Recognising that Artificial Intelligence (AI) - and especially generative AI - has profound and immediate implications, involving both risk and opportunity, for public education systems, for education sector employees, for learners and for teaching and learning, Annual Congress instructs the Executive Committee to establish a dedicated AI Working Group with a brief to

- conduct an analysis of and monitor those risks and opportunities
- develop a strategic approach for the

union in relation to the use of AI in education (building on the TUI policy paper – Oct. 2023)

- drawing on reputable international research, the EU AI Act and the experience of unions affiliated to Education International, define parameters for acceptable and ethical use of AI, having regard to key principles of equity, fair access and social accountability, professional autonomy and academic freedom, maintenance of national competence and sovereignty in respect of curriculum and assessment and the protection of the personal and professional integrity, data and privacy of education sector personnel as well as appropriate protections for learners.

The strategy developed should also deal with matters of ownership, procurement (based on benchmarked education standards), the prevention of dependency, embedded biases, cost, marketisation and the need for a robust regulatory environment, including the regulation of devices and software products before they enter the market.

158 Executive Committee

Congress requires the Executive Committee to demand of all relevant government agencies credible assurances and commensurate practical measures to insist that use of AI in the public education sphere will be the subject of social dialogue and, where appropriate, collective agreements. Congress furthermore instructs the Executive Committee to request the ICTU to include the deployment of AI in the agenda for all relevant national discussions.

J. Equality

170 Executive Committee/ Co. Wexford/Dublin City

In view of the lack of progress concerning the introduction of provision for members and their partners who have experienced miscarriage or the

loss of a baby prior to 24 weeks gestation, Congress instructs the Executive Committee to negotiate with the DoE and DFHERIS on behalf of such members to enable the introduction of provisions which:

- in the case of miscarriage or loss of baby prior to 24 weeks’ gestation, that any sick leave accrued is recognised as Pregnancy Related Sick Leave.
- introduce compassionate leave for partners of women who are suffering miscarriage.
- introduce a minimum of 20 days paid leave for those who experience spontaneous miscarriage or whose pregnancy sadly ends before the 24th week of pregnancy.

173 Co. Kerry (X2)/Co. Limerick/ Limerick City (Amended by Cork City)

With the concerning rise in racist rhetoric and attacks in 2023, Congress notes the poor level of implementation of the long overdue National Action Plan Against Racism which was published by Government in March 2023.

In the absence of a defined timeline for implementation. Congress instructs the Executive Committee to demand from the relevant department and bodies that in implementing the plan the following stated aims should be achieved and achieved quickly:

- Schools and centres should be supported, through the provision of in-school CPD to develop effective policies and procedures and training programmes for mitigating and addressing racism in the workplace and school/centre environment.
- A revised and updated intercultural education strategy should be immediately developed and implemented, building on, and reinforcing the previous intercultural education strategy from 2006.
- The capacity of the Education and

Training Boards to offer intensive English language provision to migrants should be strengthened, including with respect to the provision of professional and technical ESOL (English for Speakers of Other Languages) programmes and bridging programmes to support migrant workers seeking to access specialist and skilled employment.

- Steps should be taken to ensure that employment across the education sector reflects the ethnic diversity of Ireland, including through the use of recruitment and promotion practices aimed at increasing ethnic diversity.
- Steps should be taken to allow access to education for Spouses/partners of workers contracted from abroad.

The TUI, as a Union, should take the lead and develop, with our colleagues in ICTU, a broad-based community campaign which focuses on combating those who would foster racial division in our society.

Finally, the Executive Committee commits to report comprehensively on progress in regards to each of these demands in Annual Report 2025.

K. Health and Safety

183 Co. Kildare (Amended by Limerick Colleges)

Congress demands that the Executive Committee negotiates proper leave for teachers/lecturers that must be absent following an injury incurred in the workplace. Currently there is no provision for leave following an occupational injury and the absence is taken from teachers’/lecturers’ sick days. Teachers/lecturers that have suffered injuries in the workplace should not be penalised in this way.

184 Executive Committee/Co. Kerry
Congress notes the deplorable harassment of teachers and targeting of schools implementing new curricular specifications, such as SPHE. Cognisant that this harassment may also impact on other subjects in the years ahead we reiterate clearly and unequivocally that our schools, centres and third level institutions are safe and inclusive spaces of learning and that our Union will defend and protect our members in the delivery of same. Congress therefore instructs the Executive Committee to raise this matter in every appropriate forum.

L. Education

190 Co. Cavan/Co. Limerick/ Executive Committee

On a rolling basis there has been only one mandatory CBA since COVID-19 per subject. This has been welcomed by both students and teachers in post primary schools. Congress instructs the Executive Committee to negotiate with the Junior Cycle Implementation body to insist that this reduction becomes permanent and we do not revert to two CBAs per subject. This will result in a reduction in the over-assessment of students as evidenced in the four-year longitudinal study by the University of Limerick.

196 Co. Clare/Co. Waterford

Congress instructs the Executive Committee to initiate communications with the relevant stakeholders with a view towards moving the band for the awarding of the Junior Cycle Grade of Distinction from 90% to 85%. The current band of 90 - 100% is too narrow with under 5% of students achieving the top grade which is disheartening to both students and teachers.

193 Tipperary SR

According to the joint statement on November 29th, 2023, the TUI and the ASTI endorsed calls from the Irish Second Level Students Union (ISSU) and the Irish Language Subject Association (An Gréasán) to have the Leaving Certificate Oral exams revert to

term time. In the recent TUI survey, '84% of respondents wish to see the examinations take place in the established pre-COVID -19 manner'. Yet again Leaving Certificate Oral exams are scheduled to take place over the Easter break 2024 with the SEC describing this as an 'interim measure'. This is an erosion of the established breaks in term, asking teachers and students to be available outside of term time. Following the results of the University of Galway survey, which showed many issues with this model, Congress asks the Executive Committee to negotiate with the DoE and the SEC about the timing of these from next year onwards.

M. Senior Cycle

203 Tipperary SR

Congress instructs the Executive Committee to insist that any changes to the Senior Cycle protect teachers by ensuring that all examination grades are independently assessed and the integrity of the exam upheld, given the high stakes nature of using the Leaving Certificate results as an entry to Third Level.

204 Co. Limerick/Executive Committee

The commencement in September 2025 of the first tranche of Senior Cycle Redevelopment subjects will see class contact time remaining at 180 hours and, at the same time, subjects will be required to introduce additional assessment component/s. Therefore, Congress instructs the Executive Committee to negotiate immediately with the Department of Education for the provision of "professional time" for all teachers involved in the delivery of Senior Cycle subjects. Department planning, supporting additional assessment component/s and classroom preparation for these subjects will require, at a minimum, 80 minutes per week of additional professional time. This will help reduce the significantly increased workload associated with the successful implementation of senior cycle redevelopment. Furthermore, as a

refusal to allocate professional time will lead to significant increases in workload, Congress instructs the Executive Committee, in the event of such a refusal, to initiate an intensive campaign up to and including a ballot for industrial action.

201 Executive Committee

Given the "fast-tracked" redevelopment of senior cycle, Congress instructs the Executive Committee to seek additional resources in order that schools and centres can adequately undertake, complete and digitally submit additional components for senior cycle. ICT investment in schools remains inadequate and is often dependent on location, school size, and many other such parameters. Senior cycle subjects and senior cycle examinations should have no such disparities. All written exam papers for State certification take place under the same conditions, the same should hold true for additional assessment components.

N. Organisation

216 Co. Donegal

Congress notes with pride the fact that the TUI is a membership-led union; organised at grassroots level by volunteer branch officers. Congress also recognises the lack of any time remission for some branch officers. This situation is leading to an unsustainable level of work which is making these positions unattractive.

Congress instructs the Executive Committee to negotiate with the relevant management bodies to give a time amelioration to branch officers to allow them to continue to engage in this important work.

218 Co. Donegal/Galway/ Co. Longford/Co. Offaly/ Co. Roscommon/Birr-Gallen

Congress instructs the Executive Committee to increase the Death in Service payment from €7,000 to €10,000.

217 Co. Kerry

Congress instructs the Executive Committee to request from the Department of Education additional hours remission from the timetable of the elected Area Representatives in recognition of the growing responsibilities of the position.

215 Executive Committee/Co.**Kerry/Co. Limerick/Dublin City**

Congress notes that the TUI has established a position of Sustainability Representative in many of its branches. Congress instructs the Executive Committee to develop an annual one-day training event for all such Representatives, to take place in January (commencing 2025). Congress further instructs the Executive Committee to develop a handbook for such Representatives to be published at the first training day.

232 Co. Kerry

Congress instructs the Executive Committee to offer optical benefits towards either reading or distance glasses or contact lenses in line with other teachers' unions because of the significant time members are spending on screens in order to carry out their duties.

225 ATU Donegal

Congress instructs the Executive Committee to review the existing formula by which branches are allocated funding for their activities and to develop a new funding formula for the diversity of branch types that exist in the TUI so that all branches can equally participate in the work of the union. The current formulas are based upon the number of members enrolled in each branch but take no account of geographic distance from Head Office or the involvement of branch members in national union work. Consequently, smaller branches that are remote to Dublin such as the Donegal Colleges Branch incur heavy travelling expenses when they travel to Dublin and Congress. These expenses can quickly exhaust a small branch's funds obliging them to seek a "bail-out" from Head Office and this, when coupled with the considerable

travelling time to and from Head Office, acts as a deterrent to union activism.

Congress instructs the Executive Committee to develop a new funding formula which will be based on the following criteria:

- The membership of a Branch,
- The category of a Branch e.g. whether it is rural or urban, its geographical distance to Head Office and Congress and its connection to transport networks,
- And the level of Branch involvement in the central work of the Union,

This new funding formula will be implemented before Congress 2025.

230 Dublin City

Congress demands the Executive Committee encourage and support local branches who request representation at local ETB teacher induction training sessions at the start of each school year.

220 MTU Cork

Present TUI arrangements allow for benefits for an Income Continuance Plan, most of which end at the age of sixty years. Upon renewal of contract, Congress calls on the Executive Committee to negotiate with the relevant organisation for the provision of an income continuance scheme beyond the age of sixty years and up to members' state retirement ages.

O. Pay & National Agreements**O1. Pay****239 Co. Longford/Co. Louth/Co. Monaghan (X2)/Co. Offaly/Co. Roscommon/Tipperary SR**

Congress instructs the Executive Committee to negotiate with relevant bodies for the restoration of qualifications allowance for Youthreach Resource Persons and Co-ordinators who were employed post 2011.

237 Tipperary SR

Teachers who upskill and complete qualifications at Level 8 or above (in their own time and to benefit teaching and learning for their students) are not in receipt of allowances if this occurs post 2012. Congress instructs the Executive Committee to renegotiate this in the next round of pay negotiations to incentivise and reward a spirit of excellence in teacher professional development.

O2. National Agreements**253 Dublin City/Dublin Colleges/Tipperary NR**

Congress instructs the TUI Executive Committee to demand that the Public Services Committee of the ICTU oppose and reject any proposal which offsets general increases in order to resolve sectoral or specific issues or claims. We do support the resolution of these issues and note the necessity of the provision of the extra funds to cover such resolution.

251 Co. Laois

Congress notes the justifiable anger of the Co. Laois Branch at the failure of the Official Side to deliver on the longstanding Environmental Allowance Claim for teachers in the Education Unit of Portlaoise Prison. Other workers there, including Prison Officers, represented by different Unions, have benefited from the allowance for decades because it is a 'high security' prison. It is the committal prison for the Special Criminal Court and has a military presence. A recent dangerous incident whereby one of our members was in close proximity, underlines the point.

This inequality against our colleagues is intolerable. It is an employment injustice which is compounded by the ongoing failure of the Official Side to bring satisfactory closure to the Claim that was submitted to the TCC in 2016 and agreed in 2019 but refused by DPER. Subsequently it got drawn into the sectoral bargaining mechanism of

Building Momentum 2021-2023.

Congress notes the offer of the Co Laois Branch to consider industrial action as a means of supporting the TUI leadership. Congress expects that this matter be brought to a successful conclusion before the end of the current school year.

P. Pensions

259 Co. Donegal/Galway/Co. Kerry/Co. Kildare/Co. Longford/Co. Offaly/Co. Waterford/Limerick City
Congress instructs the Executive Committee to begin an immediate campaign, in conjunction with all public sector unions, to highlight the deplorable pension for those who entered the profession on the career averaging pension scheme. Congress further instructs the Executive Committee to table this as an agenda item at the next ICTU Executive Council meeting.

258 Dublin C & C/Dublin Colleges/Tipperary NR
Congress instructs the Executive Committee to demand that the link between the pay of serving colleagues and the public service pension be put on a statutory basis to remove “Ministerial Discretion” as the method for determining public service pension increases. Congress instructs the Executive Committee to work with other Public Service Unions to achieve this position.

257 Co. Kerry(Amended by SETU Carlow-Wexford)
Congress instructs the Executive Committee to demand that the Public Services Committee of the ICTU actively oppose and reject, by all means at its disposal, clauses in any future pay agreements that weaken the pay/pension parity link between the pay of a serving grade and the pension of the person who retired on that grade or its equivalent grade.



262 Dublin C & C
Congress instructs the Executive Committee to negotiate for pension parity to bring all pensions post-2004 in line with the pre-2004 pension scheme.

252 Co. Kerry
Congress notes that the introduction of the Additional Superannuation Contribution (ASC) has resulted in members paying a significant percentage of pay towards their pension. Congress demands that retention of the link between the pay of serving colleagues and the pension applicable to retired peers be put on a statutory basis to stop the reselling of it in national wage agreements.

260 Dublin & Dún Laoghaire/Dublin City/Dublin Colleges
Congress instructs the TUI Executive Committee to urgently take action to rectify the injustice being inflicted on retired members whose pension increases have not been paid when due.

261 Co. Carlow
Congress instructs the Executive Committee to add to their pay negotiations a restoration of the pension scheme to what it was prior to changes in 2013. This erosion of terms and

conditions has added to the current recruitment and retention crisis.

Q. Incremental Credit

264 Executive Committee/Dublin & Dún Laoghaire
Congress deplores the failure of the DoE to provide incremental credit to teachers who have given teaching service in Private Post-Primary schools outside of the EU. It is unacceptable that teachers in the Primary sector are awarded this credit but Post-Primary teachers are not. In the interests of aligning both sectors and if the Department is serious about tackling the teacher supply crisis and hopes to attract teachers back to Ireland, the service Post-Primary teachers have given to date must be recognised and incremental credit awarded without delay. Congress instructs the Executive Committee to negotiate the implementation of a circular letter without time limitations in this regard promptly in every appropriate forum.

265 TUS Athlone/Dublin Colleges/Limerick Colleges

Congress notes that the cohort of staff hired between 2011 and 2016 in the TU/IoT sector were unable to avail of incremental credit/advanced entry to academic scales. Noting the facility made available in relation to the cohort post 2016, for advanced entry to academic scales, Congress instructs the Executive Committee to seek an incremental credit scheme to provide for this cohort to avail of incremental credit for industry and other relevant experience and address this inequality between to 2011-16 and the pre-2011 and post-2016 cohorts.

266 ATU Galway-Mayo

Congress instructs the Executive Committee immediately to negotiate a national agreement which will guarantee that the length of all industry and teaching experience will be considered in determining the point of pay scale for newly appointed Assistant Lecturers. Congress points to the discrimination of lifelong learners and inequalities associated with determining the point of scale for newly employed lecturing staff at Assistant Lecturer scale.

R. Teacher Unity

267 Executive Committee

Congress notes the longstanding policy of the TUI regarding teacher unity as enshrined in several previous Congress motions and welcomes recent developments on the possible merging of the TUI and the ASTI.

Congress also notes that TUI policy on teacher unity includes IFUT and instructs the Executive Committee to pursue vigorously this policy, consistent with previous Congress instructions.

As an initial step, Congress instructs the Executive Committee to engage constructively with IFUT to seek a cooperation agreement to strengthen links and provide for joint actions, mutual support, and the further

development of such a relationship into the future.

S. Conditions of Service General & Cross Sectoral

271 Co. Donegal/Galway/Co.

Kerry/Co. Offaly/Co.

Westmeath/Executive Committee

Congress notes the lack of movement in relation to the finalising of a management structure as part of the ETB Organisation and Design restructuring. Congress instructs the Executive Committee to progress these negotiations with urgency.

278 Dublin C & C

Congress notes with dismay that despite the directive against peer evaluation some workplaces are rolling out 'peer observation initiatives'.

Congress instructs the Executive Committee to reiterate and reissue this directive and clarify that it encompasses peer observation unless the observation has been requested by a teacher or is part of the Droichead process.

286 Co. Laois

Congress notes that teacher representatives on the Teaching Council do not have an enforceable right to be absent from school to attend Teaching Council meetings. They require the permission on behalf of their employer which can be withheld. In one case, such a denial has occurred on an ongoing basis.

Given the range of responsibilities and powers of the Teaching Council, including the power to dismiss a teacher, it is incumbent on the Minister to provide safeguards for teacher representatives to carry out their duties unimpeded. This may require legislative amendments. Congress calls on the Executive Committee to work for a unified approach with our colleagues in the ASTI and the INTO to secure such safeguards.

272 Co. Laois

Congress notes that the latest OECD annual education indicators contained in Education at a Glance 2023, once again highlight the abject failure at Government level to invest appropriately in education. At 3% we are at the bottom of the OECD table in terms of the proportion of national wealth (GDP) spent on education.

Given the crisis of education underspending and the need for confidence building measures for teacher unity, Congress instructs the Executive Committee to explore the possibility for joint-action, e.g., a day of protest and/or industrial action as appropriate, with the ASTI and IFUT.

T. Tertiary Degrees

292 Co. Kerry

Congress instructs the Executive Committee urgently to engage in talks with the National Tertiary Office and DFHERIS to:

1. Involve teachers and other stakeholders in FET in the design and implementation of new degrees.
2. Resource teaching staff in FET colleges so they have time allocated to develop new modules and consult with their HEI counterparts.
3. Carry out a study on how the design, teaching and learning and funding models of the new degrees impact on the most marginalised groups in society.
4. Include QQI Level 4 as a pathway to the new degrees (as an alternative to the Leaving Certificate).

295 TUS Athlone/Limerick Colleges

Congress instructs the Executive Committee to insist that the full provision of Level 6 to Level 8 continues in the TU sector. In particular, where a year or years of full time TU programmes are being delivered as part of the tertiary project, Congress instructs the Executive Committee to insist that any

developments negotiated around these alternative entry routes do not undermine the traditional entry route and delivery of these programmes fully within the TU.

U. Social Justice & Solidarity

U1. Social Justice

297 Executive Committee

TUI Annual Congress proudly re-affirms the Union's fundamental belief that Irish society must be characterised in its law, its institutional culture and its social, including education, structures by embedded principles of equality, equity, justice, inclusion and tolerance. Annual Congress is gravely concerned about the increasing influence of the far-right and the fear, hatred, discrimination and violence that it invariably seeks to foment.

Congress is also concerned about the manner in which the truthfulness and integrity of language, information and reportage is being compromised by and through certain media platforms.

Congress instructs the Executive Committee to:

- Provide to members any support and protection that may be necessary against the anti-democratic and anti-educational activities and incursions of the far right.
- Bring members' concerns to appropriate IR and social dialogue fora with a view to having government departments and employers adopt robust operational and ethical protocols to safeguard the education system, education personnel and the curriculum offered to students.
- Call for the application of effective regulation of media, including social media, platforms.

U2. Solidarity

306 Executive Committee

The TUI espouses and promotes the core principle and belief that every person, and especially every child – irrespective of nationality, ethnicity, gender, faith – has an inalienable right to life, safety, shelter, sustenance and education.

Congress is, therefore, appalled by the intentional and cruel violence visited upon children – and other innocent, defenceless people – in the Palestinian territories and in Israel. Congress deplores and condemns as unjustifiable and unconscionable both the taking of hostages and the atrocities perpetrated by Hamas in its attack on Israel on 7th October 2023 and the atrocities perpetrated by the IDF during the grossly disproportionate Israeli offensive on Gaza since then.

Congress notes that innocent civilians have borne the brunt of the violence, with over 1,200 Israelis and almost 20,000 Palestinians killed in the first two months of the conflict and 2 million Palestinians displaced as a result of the destruction of their homes and of Gazan societal infrastructure – including hospitals and schools – by the IDF. The carnage and chaos that has been inflicted upon the people of Gaza, is an affront to decency and civility, and must be denounced as utterly abhorrent.

In endorsing the call by Education International (EI) for release of hostages taken by Hamas and cessation of the IDF bombardment of Gaza, TUI Annual Congress demands

- An immediate ceasefire, an end to the bloodshed and the release of hostages
- The establishment of permanent humanitarian corridors to allow aid to reach the people of Gaza
- The commitment of all sides, with the active support of the

international community, to engage in purposeful negotiations to provide a just and lasting solution, for the people both of Palestine and Israel, based on Resolution 77/25 adopted by the United Nations General Assembly on 30th November 2022.

308 Limerick City

Congress condemns, in light of the current conflict in the Middle East, the indiscriminate slaughter of innocent people regardless of their race, religion or ethnicity. Congress notes the horrific onslaught on Gaza since October 2023 and that the Israeli state is in grave violation of human rights and international law. Congress further notes that the systemic and cruel oppression of Palestinians is not limited to Gaza and is not limited to the present moment.

Congress recognises: the proud tradition of acts of resistance and solidarity in Ireland in workers movements such as the anti-apartheid actions taken by Dunnes Stores workers in the 1980s, which generated so much public support that the Irish government came under pressure to ban the importation of goods made under South African apartheid.

Congress therefore:

- supports the rights of the Palestinian people to return to their homeland, and to resist against the racist and colonial oppression they face.
- supports statements made by Trade Unions globally and nationally that show solidarity with the Palestinian people.
- supports all worker action taken globally to hamper the Israeli war efforts.

Congress instructs the Executive Committee:

- To remember the thousands of innocent children who have been killed by the Israeli onslaught on Gaza since October 2023.
- To reiterate the commitment to a

comprehensive academic boycott of Israel, as stated in a motion in 2013 which called for the same.

- To reaffirm the TUI’s support for the anti-Apartheid Campaign for Palestine (to which ICTU is affiliated) by publishing an article in TUI News outlining the objectives of this campaign.

To promote that the UN International Day of Solidarity with the Palestinian People on the 29th November be marked in our schools and education centres every year and documented in TUI News.

307 Dublin Colleges

Congress recognises that the response by the Israeli Government and military to the attacks on 7th October 2023 went beyond any semblance of defence and was in fact a declared genocidal act of collective punishment, mass murder and ethnic cleansing against the people of Gaza. It was also an attack on education with the destruction through airstrikes of two main universities and of hundreds of schools and with many students, teachers and academics being targeted and killed.

Congress calls for a permanent ceasefire, for massive humanitarian aid for the construction of Gaza, for UN protection for the citizens of Gaza and for a political process to be put in place to bring lasting peace.

Congress firmly believes that the best way to bring Israel to respect Palestinian human rights is the intensification of the global, peaceful, solidarity movement of Boycott, Divestment and Sanctions (BDS) and so it reaffirms its commitment to the academic boycott of Israeli institutions as per motion 241 passed at Congress 2013. Congress acknowledges that the academic boycott by the TUI should strictly adhere to the guidelines set out by the Palestinian Campaign for the Academic and Cultural Boycott of Israel (PACBI).

In this regard Congress instructs the Executive Committee:

- To write to the Irish Government calling for the passing of the Control of Economic Activity (Occupied Territories) Bill 2018 currently before Dáil Éireann
- To write to all the Presidents of Technological Universities and Institutes of Technology in Ireland to request that they suspend any institutional partnerships or affiliations between their institutions and Israeli educational institutions
- To inform all TUI members in writing to refrain from using, and discontinuing at the earliest feasible opportunity, any and all business contracts they may have with companies that are complicit in, or profit from, Israel’s decades-long military occupation, illegal colonisation and system of apartheid imposed upon the Palestinian people
- To regularly inform the TUI’s membership by email of the union’s position on BDS and to encourage members to act in line with union policy on this issue
- To issue emails when appropriate to all branch chairs and secretaries calling on all TUI members to support solidarity protests for Palestine and to assist branches to have a visible TUI presence on such protests
- To make a financial donation to Academics for Palestine (AfP).

EMERGENCY MOTIONS

EMERGENCY MOTION NO. 2

TU Dublin /Co Limerick /Co Carlow /SETU Carlow-Wexford /Tipp SR /Midwest C&C /Co Mayo /Co Donegal /Co Laois /Co Louth /MTU Cork /Dublin City /Co Meath /Co Cork /SETU Waterford /Dublin Colleges /Limerick City Schools /Co Cavan /ATU Sligo / St Angela’s Sligo /ATU Donegal /Co Wexford /Co Westmeath /Dundalk IT /Shannon / IADT Dun Laoghaire / TUS Athlone /TU Dublin Blanchardstown

Congress notes:

- That substantive emergency actions by Governments and aid agencies are urgently required to counter the now-orchestrated famine conditions in Gaza caused by the Israeli genocidal onslaught and the deliberate ethnic cleansing and forced starvation of almost the entire Gazan population.
- The killing on Monday this week of foreign aid workers in Gaza and the bombing of the Iranian Consulate in Damascus risks escalating the war to a regional if not international level.
- The UNSC vote last week belatedly calling for an immediate ceasefire which has been ignored by Israel.
- The declaration of emergency measures by the UN International Court of Justice (ICJ) in January and again last week, which Israel is wilfully ignoring.
- The recent occupation, killing and maiming of Gazans and devastation of healthcare facilities by Israeli military forces within and around the Al Shifa hospital in North Gaza.
- The call last week by the UN Rapporteur Francesca Albanese for Irish political leaders to move beyond words.
- That the main influence unions have, to help Palestinians and put pressure on Israel, is to fully support the international campaign of Boycott Divestments and Sanctions (BDS)

Congress therefore instructs the Executive Committee to:

- Recommit to the academic boycott of any institutional links between Irish and Israeli educational institutions and to write to all academic leaders/managements that TUI engages with informing them of the TUI's position.
- Inform members in writing about BDS and how it can be implemented in their centres.
- Support any TUI member who may be sanctioned for acting in line with BDS.
- Affiliate and give material support to the Irish Anti-Apartheid Campaign for Palestine (IAAC-P).
- Publicly call on the Irish Government to impose economic and trade sanctions against Israel and to end the facility to the US military at Shannon Airport which is aiding Israel.

EMERGENCY MOTION NO. 13

Co. Donegal/Co. Carlow/Co. Roscommon/Co. Offaly/ Limerick Colleges/Dublin/Dún Laoghaire /Co. Cavan/Co. Mayo Co. Sligo/Co. Kilkenny

Noting the acceptance by TUI members, by way of a ballot, of the Public Service Agreement 2024 – 2026 (March 2024) and noting the acceptance of the Agreement by the ICTU (March 2024), Congress directs the Executive Committee to:

- continue to highlight that teachers have yet to have the additional workload provided in the Haddington Road Agreement removed unlike other Public Service Unions e.g. the additional hours given by teachers under S&S and the reduction in payment for that work. This issue was not addressed in the new Pay Agreement
- insist that, in return for the 3% pay increases provided for under the local bargaining provision, the official side are reminded that teachers have given increased productivity year after year and any attempts to introduce additional

workload in return for the 3% will drive more and more teachers out of the profession

- ballot affected members should any additional productivity be asked of teachers in return for the 3% provided for under the local bargaining provision.

EMERGENCY MOTION NO.3

Dublin City/Cork City/Co. Carlow /Birr-Gallen

IADT Dún Laoghaire/Co. Cavan/Co. Clare/Co. Laois/Co. Donegal

With the release of the new Special Education Teacher Model, we see the most vulnerable students in our schools have once again been disadvantaged, with the removal of 'complex needs' as criteria for allocating resources. The decision by the DE to remove 'complex needs' as criteria means those who require the highest level of support risk receiving less support later this year.

This move from the Department not only disadvantages the most vulnerable in our schools, it puts increased pressure on teachers, who day in, day out, work tirelessly to ensure that the students with additional needs receive the education they need and deserve.

Congress is appalled by the decision of the Department to remove 'complex needs' as criteria and condemns the rationale behind their decision – the DE said the criterion was removed on the basis of concern over the accuracy of HSE data on children with additional needs. Rather than working with the HSE on making the data more accurate, the department chose to target schools and the most vulnerable in those schools.

Congress calls on the Executive Committee to engage with the DE, with haste, to seek a reversal of their decision to remove complex needs as criteria for allocating resources.

EMERGENCY MOTION NO. 1

ATU Donegal/Limerick Colleges/ATU Sligo/St. Angela's, Sligo/ MTU Kerry/Donegal C&C/Co. Donegal/Co. Laois

Congress welcomes the announcement by Minister Harris in January 2024 of €4.5 million to support Higher Education Institutes that have multiple Campuses in Remote Regional locations. It is imperative that HEI's that have Remote Regional campuses are protected thereby ensuring in so far as possible, that students all over Ireland can avail of high-quality courses across level 6-10.

Rural campuses such as; Killybegs, Thurles, Letterfrack, Tralee will need additional support to allow them to support communities locally, allow students to study closer to their homes should they wish to do so, and to promote local economic development. The TU Act provides for the Retention of Regional Provision but these campuses will require additional funding to achieve this aim.

Congress instructs the Executive Committee, while welcoming the funding received to date to continue to seek additional funding to support the above.

EMERGENCY MOTION NO.5

Dundalk IT/TUS Athlone/SETU Carlow/Wexford/IADT Dún Laoghaire/ ATU Donegal/Dublin Colleges/St. Angela's, Sligo/ATU Sligo/ SETU Waterford

Congress welcomes the announcement by Minister Harris in January 2024 of a major project in Dundalk Institute of Technology to allow the expansion of apprenticeship provision in the College. However, while welcome, DkIT's future needs to be addressed once and for all by Government – it must be facilitated and supported to become a University – all other measures are papering over cracks. As at 31st March 2024, all existing TUs have stated that they are not prepared to enter talks with

DkIT about a merger or that they would not be in a position to enter such talks for many years.

The expansion of the apprenticeships in DkIT is welcome, however, failure of Government to address the overarching issue means that an entire section of the country – the North-East – does not have a University. Congress therefore instructs the Executive Committee to:

- seek an urgent meeting with DFHERIS on the future plans for DkIT
- set out in all meetings with TDs and Senators of their failure to have a University in the North-East and
- write to all branches/schools/workplaces in the North-East region in advance of a General Election and encourage them to make this an election issue.

EMERGENCY MOTION NO. 4

Dublin City/Cork City/Co. Carlow/Birr-Gallen/IADT Dún Laoghaire/Co. Cavan/Co. Clare/Co. Laois/Co. Donegal

Congress condemns the decision by the DE to reduce the funding for pupils who participate in the ‘Summer Provision Programme Funding’. Funding has been reduced from €60 per pupil in 2022 to €45 per pupil in 2023 and now €30 for 2024. It would appear that the Department decided to go for the hat trick- Special Education Teacher Model, Assessment of Needs Model and, now, the Summer Provision Programme!

Congress demands that the Executive request a meeting with the DE in order to call the funding for this programme to be restored to €60.

RESOLUTIONS REFERRED

83 Co. Kerry/Co. Longford/Co. Meath/Co. Offaly/Co.

Roscommon/Co. Westmeath

Congress instructs the Executive Committee to negotiate with relevant bodies an improved parental leave option for teachers whereby they are given an option of taking one day a week parental leave in line with other public servants, as well as other options available at the moment. This is presently only available to teachers under specific circumstances rather than an entitlement to all. At present, many parents cannot afford to take blocks of unpaid time off without pay. Teachers work/life balance is important and this option would support teachers and help the recruitment and retention crisis in education.

RESULT Referred

89 Co. Roscommon

Congress instructs the Executive Committee to negotiate conditions whereby career breaks and job shares refused under ‘curricular needs’ would only be refused pending the outcome of an interview process for a temporary replacement. This would mean efforts would be made to see if a suitable temporary replacement could be found for the teacher going on career break/job share via an interview process. If a suitable temporary replacement could be found, the job share/career break would be granted.

RESULT Referred

147 Co. Kerry

In order to address the substitution crisis in Further Education, Congress calls on the Executive Committee to engage with the Department of Education/DFHERIS to insist teachers are given the option of paid substitution in addition to their timetabled hours.

Full time teacher contracts are currently 22 hours and the timetabled teaching week is 28 hours. It should be open to all teachers to substitute the additional 6

hours. In an average school of 40 teachers, this would cover all immediate substitution requirements.

Furthermore, teachers should have the option of opting in or out depending on personal circumstances. Such an initiative would benefit teachers and schools/centres by solving substitution issues and providing additional income to teachers during a cost-of-living crisis.

Amendment Galway

Amend the first paragraph to read: “In order to address the substitution crisis in Further Education, Congress calls on the Executive Committee to engage with the Department of Education/DFHERIS to insist teachers and tutors are given the option of paid substitution at their personal hourly rate in addition to their timetabled hours.”

RESULT Referred. Amendment Withdrawn

154 Dublin C & C

The role of the Additional Educational Needs Co-ordinator has become increasingly demanding. The role also requires specific skills and knowledge and therefore should be outside the remit of general AP roles. Congress instructs the Executive Committee to negotiate with the DoE to insist that the role of AEN Co-ordinator (akin to a Programme Co-ordinator) is created as a PoR with a substantial time remittance to reflect the requirement of the role.

RESULT Referred

274 Boyne Area

Notwithstanding the increased usage of CCTV in public spaces, the TUI reasserts the right of teachers and students to not be filmed in classrooms.

RESULT Referred

RMA News

As I write this article in the middle of April, I am looking forward to joining up with RMA colleagues in the Shamrock Lodge Hotel, Athlone for our AGM on May 15th, a report of which will appear in the next issue of TUI News.

Spring Break

On March 19th, 20th and 21st, fifty members of the RMA and friends had a very enjoyable Spring break in the 4 Star Charleville Park Hotel and Leisure Centre in Co Cork. Day 1 saw tours to two museums - Old Irish Ways Museum and Foynes Flying Boat Museum (see photograph courtesy of Tony Lennon). Day 2 saw a visit to Cobh Titanic Experience and Heritage Centre.

Autumn Break

The venue for our Autumn break will be the Cavan Crystal Hotel, Cavan on 8th, 9th and 10th October 2024. Details of tours etc have not been finalised at present but will be up on our website www.rmatui.ie when they are available and will be sent out to all members in late August with our renewal letters and the TUI diary/handbook.

Public Service Agreement 2024-2026

As I wrote in the last issue, the 'Public Service Agreement 2024-2026' was out to ballot of members of the Public Service unions. The union members voted to accept the agreement, the main terms of which are as follows:

2024:

- A general round increase in annualised basic salary for all public servants of 2.25% on 1st January 2024
- A general round increase in annualised basic salary for all public servants of 1% on 1st June 2024
- A general round increase in annualised basic salary for all public servants of 1% on 1st October 2024

2025:

- A general round increase in annualised basic salary for all public servants of 2% on 1st March 2025.
- A general round increase in annualised basic salary for all public servants of 1% on 1st August 2025.

2026:

- A general round increase in annualised basic salary for all public servants of 1% on 1st February 2026
- A general round increase in annualised basic salary for all public servants of 1% on 1st June 2026

An additional local bargaining up to a maximum of 3% of the basic pay inclusive of allowances in the nature of pay. This may include proposals involving changes in structures work practices or other conditions of service. Implementation of adjustments will be on a phased basis. The first instalment, equivalent to 1% of the basic pay cost, will be implemented on 1st September 2025 and the balance will fall to be addressed in any successor pay agreement. This final 1% may not be payable to retired public servants but the other 9.5% will be due to retirees if the union members agree to it in the ballot currently taking place, as parity of pension to pay of the serving officer has been extended to the end of the Public Service Agreement 2024-2026 (30th June 2026).

TUI Annual Congress 2024

TUI's Annual Congress took place in Killarney, Co Kerry over Easter. RMA chairperson Michael McNulty and myself attended and I am delighted to report that the motions of interest to the RMA which were on the Final Agenda were debated and adopted. I would like on behalf of the RMA to thank those TUI branches that submitted the motions and the branches that gave them a high priority to enable them to be debated and of course thanks to the Congress delegates for their support of the motions.

As this is the last issue of TUI News for the current school year, I would like to wish all our teaching colleagues enjoyable holidays - I know they are well deserved after a long year. To our RMA members I hope you have a wonderful summer and I look forward to meeting up with and talking to you all during the next school year.

Dan Keane, RMA Secretary



SPRING BREAK AT FOYNES, CO LIMERICK

RMA MEMBERSHIP APPLICATION FORM

NAME: _____

(BLOCK LETTERS)

ADDRESS: _____

MOBILE TEL NO.: _____

E-MAIL ADDRESS: _____

RETIRED FROM: _____

(Name of College/School/Education Centre)

TUI BRANCH: _____ DATE OF RETIREMENT _____

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

Signature: _____ Date: _____

Please forward the completed application form to Membership Officer:

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

Sponsored by



**Congratulations to:
Mary O'Shea
Education Unit,
Castlerea Prison,
Co Roscommon.**

Crossword

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

Only one entry per member.
Photocopies can be submitted.

Name _____

Workplace _____

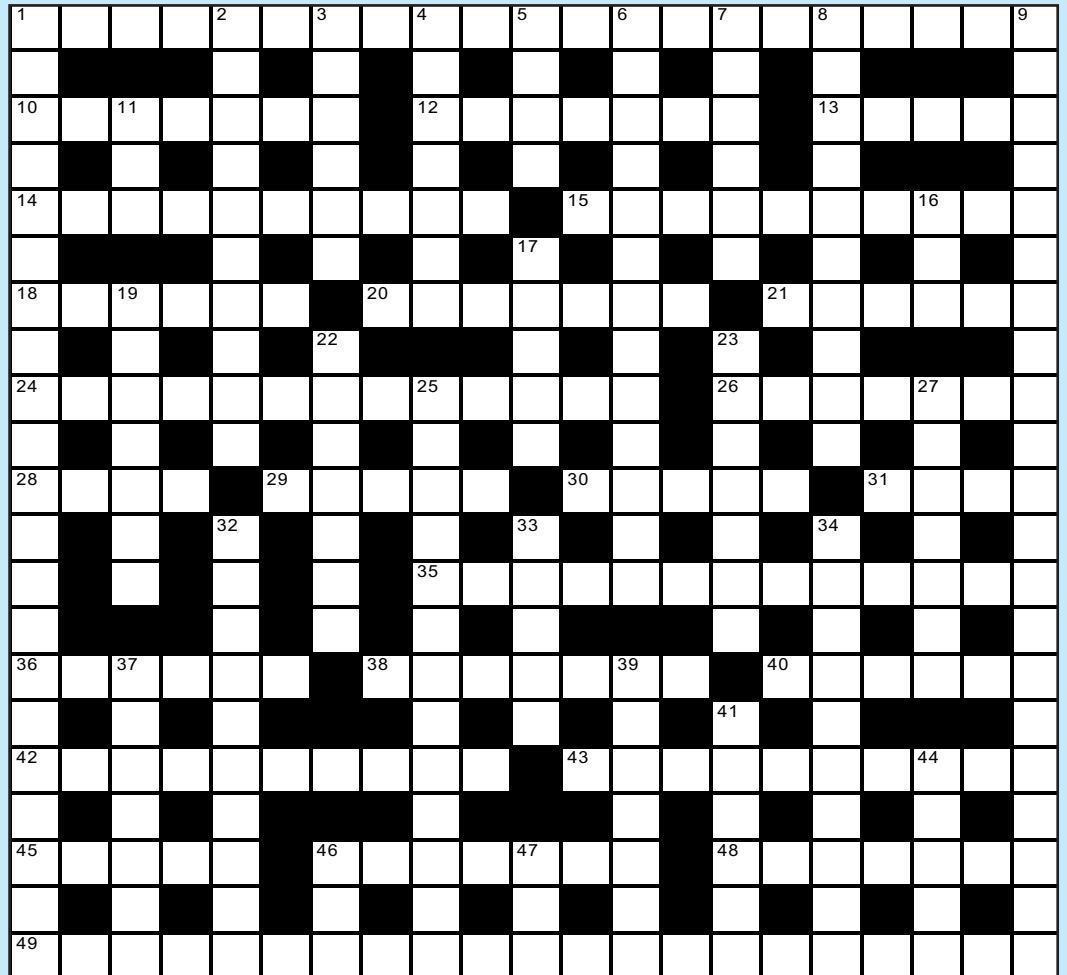
Address _____

Contact number _____

TUI Branch _____

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

Closing date for entries:
Friday 2nd August, 2024



ACROSS

- 1 A marriage for expediency rather than love (8,2,11)
- 10 A conspicuous mistake whose effects seem to reverberate (7)
- 12 An act or course of action undertaken primarily to satisfy one's vanity or for self-gratification (3,4)
- 13 Interrupt temporarily an activity before continuing (5)
- 14 Gum from a variety of giant fennel, which naturally has a strong and pungent smell, rather like rotting garlic (10)
- 15 A sporting competition in which contestants play a series of games to decide the winner (10)
- 18 Associate ownership or authorship with (6)
- 20 An evergreen coniferous tree with small rounded woody cones and flattened shoots bearing small scale-like leaves. (7)
- 21 Highly seasoned fatty sausage of pork and beef usually dried (6)
- 24 In a reflex manner (13)
- 26 The capital and largest city of the Emilia-Romagna region in Northern Italy (7)
- 28 Prepare for publication or presentation by correcting, revising, or adapting (4)
- 29 All the plant life in a particular region or period (5)
- 30 Any of a class of organic compounds characterized by an oxygen atom bonded to two alkyl or aryl groups (5)
- 31 Weak and unsatisfactory (especially of an excuse or argument) (4)
- 35 Not complaining; resigned (13)
- 36 A computerized data system to provide brokers with price quotations for securities traded over the counter (6)

- 38 Sparsely covered with stunted trees or vegetation and underbrush (7)
 - 40 Supply with information on a specific topic (4,2)
 - 42 Decorative needlework (10)
 - 43 An uncle of your father or mother (5-5)
 - 45 The expression of one's meaning by using language that normally signifies the opposite, typically for humorous or emphatic effect. (5)
 - 46 A dance for one person (3,4)
 - 48 The Japanese art of folding paper into shapes representing objects (7)
 - 49 A method used to determine an organism's genetic make-up and, if relevant, to compare it to that of others. (7,14)
- DOWN**
- 1 The branch of engineering that deals with the design and construction and operation of machinery (10,11)
 - 2 In due course but without haste. (2,4,4)
 - 3 To wind or move in a spiral course (6)
 - 4 A day when an institution (e.g. a school) admits the general public (4,3)
 - 5 A black bird having a raucous call (4)
 - 6 The sensory and control apparatus consisting of a network of nerve cells (7,6)
 - 7 A group of countries under a single authority (6)
 - 8 Incapable of being placated (10)
 - 9 Discipline concerned with the study, design, and application of

- equipment, Devices, and systems which use electricity, electronics, and electromagnetism. (10,11)
- 11 Norwegian pop trio (3)
- 16 A period marked by distinctive character or reckoned from a fixed point or event (3)
- 17 A note that alternates rapidly with another note a semitone above it (5)
- 19 Cause to become stonelike, stiff or dazed and stunned from fright (7)
- 22 An artist who is a master of a particular style (7)
- 23 A descent of a vertical cliff or wall made by using a doubled rope that is fixed to a higher point and wrapped around the body (7)
- 25 Thursday after Trinity Sunday; first celebrated in 1246 (6,7)
- 27 Relating to or denoting the presence or agency of ice (7)
- 32 An organ in coelenterates consisting of a minute capsule containing an ejection thread that causes a sting. (10)
- 33 Come to one's mind; suggest itself (5)
- 34 Change toward something smaller or lower (10)
- 37 Add to the end (7)
- 39 A thief who enters a building with intent to steal (7)
- 41 Productive work (6)
- 44 Diurnal mammal of Central America and South America (5)
- 46 A thermoplastic resin used as an electrical insulator and in many other applications (3)
- 47 Victorian painter Augustus Leopold --- (3)