



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

# news

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# MAKE EDUCATION AN ELECTION ISSUE!



# A Word from the President - David Waters

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Dear colleagues,

I hope that your academic year is progressing well. The TUI has been extremely busy advocating on your behalf over the past few months.

## Make education a General Election issue!

Wherever possible, when engaging with public representatives, please try and raise at least one key education issue within your sector that you wish to see action on from any new Government. Some ideas in this regard are set out elsewhere in this magazine.

## ETB Sector

### ETB Ballot for Industrial Action

In light of increasing evidence of examples of national agreements not being followed, or implemented appropriately, such as the Croke Park hours and the S&S circular, the TUI has been forced to ballot members for industrial action within the ETB sector.

The Executive Committee has encouraged a very strong 'Yes' vote to help protect our terms and conditions.

A TUI News special on all aspects of the ballot issued to relevant workplaces. Keep an eye on the website for any updates.

### MSLETB Ballot for Industrial Action

Last May, TUI members in MSLETB gave a huge endorsement of 95% for industrial action over a breach of the transfer agreement. As a result of this ballot, the TUI issued a directive preventing any compulsory transfers that did not adhere to the transfer agreement within MSLETB. After a very long and protracted process, I am delighted to state that MSLETB has not now compulsorily transferred any member beyond the agreed limits. This was a critical issue for the Union, as the potential effects would have been significant. On behalf of the whole of the TUI, I would like to congratulate all the TUI Branch Officers in MSLETB for their tireless

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efforts, and in particular, the member involved who resolutely stuck to the directive and showed immense character in upholding Union principles.

## Second Level

### Senior Cycle Redevelopment

The accelerated pace of the Senior Cycle Redevelopment agenda has raised several serious concerns.

At the time of writing, the Executive Committee has decided, in conjunction with the ASTI, to organise a campaign to seek a delay of one year in the implementation of the redevelopment programme. This will allow for more time to address all of these crucial concerns that have been raised by the practitioners who are expected to deliver the new programme.

The next phase of consultation for Tranche 2 (Accounting, Construction Studies, Engineering, English, Geography, LCVP Link Modules, Physical Education) draft specifications, and Tranche 3 (Agricultural Science, Computer Science, Design and Communications Graphics, History, Home Economics, Mathematics, Music, Physics and Chemistry) background papers, will commence in quarter 1 of 2025, dates TBC. It is vital that members engage with this process. The voice of the practitioner needs to be paramount if this is to be in any way successful. Please make sure that all the teachers in your subject area participate in this process.

### Voluntary Secondary Schools

I am delighted to announce that after extraordinarily long negotiations at the Teachers' Conciliation Council (TCC), we finally have agreement on S&S Rostering. In a school operating 1-hour timetables, there will now be a maximum availability of 3 one-hour class periods. All schools will have received this information and must implement it.

The TUI and management bodies are still in discussion but have come to

broad agreement on the 10 individual Croke Park Hours and hope to have this resolved at the next TCC.

### Supervision & Substitution – your questions answered

I have no doubt that our comprehensive Q&A on all aspects of the Supervision & Substitution scheme, included in this edition, will be a valuable resource for members.

## Further Education

### FET workload survey

Following a recommendation of the Further Education Advisory Council, a workload survey of our members working in FET is being conducted. Please make sure that all relevant members in your workplace take part in this important survey. See p.23 for a QR code.

### Further Education College of the Future

The varying approaches to the FET College of the Future must stop, and a sector wide approach needs to be instigated. This development has the potential to have a serious impact on our members. This issue is encompassed in the ballot for industrial action. There is no concrete view on what this so-called College of the Future actually is, and there cannot be until proper engagement and consultation takes place with the TUI at national level.

### Adult Education

It has been reported that unacceptable funding constraints have prevented the implementation of the Adult Educator offer. This is another example of how national agreements are being undermined in the sector. The TUI is continually engaging with the relevant bodies to resolve all remaining issues.

### Youthreach

The TUI has met with the new DFHERIS team to resume the WRC negotiations. They have agreed to



TUI PRESIDENT, DAVID WATERS

return to us with a process of how to proceed. Last year the progress that was being made was very encouraging although staffing changes in DFHERIS have delayed matters.

## Third Level

### WRC

The current WRC process is continuing in relations to the varying management grades within the TU sector. There has been substantial progress made but there is no final resolution. The Executive Committee has approved, in principle, the terms of reference of a new Third Level Forum, which has come out of this process, to enable the TUI to complete the Local Bargaining process in the national pay agreement thereby ensuring that negotiations are not delayed on attaining the 3% pay increase for members. When the entire WRC process concludes, the terms of reference for the new forum will be reviewed, along with all other outcomes.

In conclusion, I wish you, and your students, all the best for the coming weeks and months.

# Making Education a General Election issue

Ahead of the General Election, the TUI has outlined some of the critical education issues that it will be outlining to parties across the political spectrum. We urge members to raise these and related education matters during any interactions with their public representatives.

Underpinning most, if not all, of these issues is the chronic underfunding of the Irish education system, with the latest OECD figures showing that, once again, of the countries for which figures are provided, none spend a lower proportion of national wealth on education than Ireland.

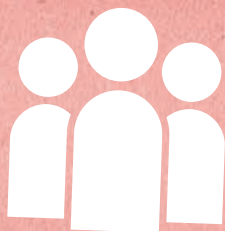
Any new Government, however it is

constituted, must finally match the achievements of educators and students by committing to a level of funding that allows all students to reach their potential while ensuring that teaching and lecturing are viable, attractive and sustainable careers.

Alternatively, continued failure to provide the necessary resources and staffing will ultimately inflict severe reputational damage on our education system.

While far from exhaustive, what follows outlines what we believe some of the next Government's key education priorities must be.

The **recruitment and retention crisis** is worsening. Schools are experiencing unprecedented difficulties filling vacancies, a problem exacerbated by cost-of-living increases and the severe scarcity of affordable accommodation. While the accommodation emergency affects all of society and must be dealt with on a national basis, contracts of full hours must be provided from initial appointment to boost recruitment and teachers must have access to enhanced career structures to ensure staff retention. It must also be made more attractive for Irish teachers to return home from abroad by allowing them incremental recognition for their overseas teaching.



Across all education sectors, the **sharp increase in workload caused by bureaucratic and administrative demands** is eroding personal time and resulting in needless meetings and a box-ticking culture. All of this is sapping morale and deflecting from the core duties of teaching and lecturing. It is also contributing to the recruitment and retention crisis.



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



Generous resourcing is essential for successful **redevelopment at Senior Cycle**, and it follows that adequate funding must be provided for all schools, big or small, rural or urban. Equality and equity must be paramount. The second level system must be properly resourced to ensure that Additional Assessment Components (AACs) can successfully assess forms of learning, competencies and skills other than those addressed in the terminal examination.

Teacher time is a key resource. Professional time of 40 minutes per week was provided to teachers to resource the reform of the Junior Cycle programme. It is entirely logical and unavoidable that the extensive change proposed at Senior Cycle must have significantly more to have any chance of success.



Ireland's **Further Education and Training (FET) sector** has consistently proven itself in evolving to meet the needs of the economy and society, but significant additional funding is required to ensure that students have access to the modern facilities, updated equipment and appropriate digital infrastructure required to fully support today's high-quality education and training opportunities. Those employed in this sector must be valued in the same manner as other public sector educationalists. Despite undertakings by current and previous Ministers, engagement on important developments in the sector continues to be poor or non-existent. The next government should be committed not only to appropriate funding for this important sector, but to proactive engagement with the TUI as the voice of the practitioners.

Overall, if our education system is to be successful and if the needs of students are to be properly met, **teaching and lecturing jobs must be attractive career options and have manageable workloads** in a properly resourced education system. Any government must commit to ensuring that teachers and lecturers across the second level, FET and higher education sectors can secure viable, full-time positions from initial appointment. They must also have access to career progression opportunities and fair workloads that respect work-life balance and do not encroach on personal and family time.



# “The important thing in life is to keep having an adventure”

## - Celebrating 100 Years of Nick Corish

The longest-standing member of the TUI's Retired Members' Association, Dublin Branch's Nick Corish, recently celebrated his 100th birthday, surrounded by family and friends. Born on September 3, 1924, in New Ross, Co. Wexford, Nick grew up as the son of the local Court Clerk. After completing his Leaving Cert at the Christian Brothers School (CBS), he trained as a fitter with Steele & Company. The firm's owner, Andy Minihan, recognised Nick's potential and encouraged him to apply for a trainee metalwork teaching position, which kickstarted his lifelong teaching career.

In 1948, after two years of training at Ringsend Technical Institute, Nick began his teaching journey with the City of Dublin VEC, where he taught metalwork, technical drawing, and maths. He worked in several locations, including Capel Street, Marino, and Clogher Road, before becoming Vice Principal at the newly opened Killester Vocational School. In 1979, he succeeded Bill Purcell as Principal of the school.

Nick was deeply involved in his profession, joining the Vocational Teachers' Association early in his career, which later became the Teachers' Union of Ireland (TUI). He actively participated in the Dublin Post Primary branch, even serving as Branch Chair. Nick enjoyed attending the TUI Annual Congress, often accompanied by friends Peadar Doyle and Maoliosa O'Broin.

In 1963, Nick played a role in the International Trade Competition for Apprentices held in Dublin, overseeing the apprentices' accommodations at Gormanstown College. Known for his can-do attitude, he even managed to teach several competitors how to swim in the evenings. Around the same time, Nick had risen to the rank of Lieutenant in the FCA's Pearse Battalion, handling dual responsibilities at the annual FCA training camp and the apprentice competition.

Nick retired early at 60 in 1984 but remained active. A founding member of RMA TUI in 1985, his membership number (35) reflects his early involvement. In 2006, the TUI honoured him at Annual Congress, recognising 50 years of service with the union and its predecessor.

Although officially retired, Nick stayed connected to education through his long-

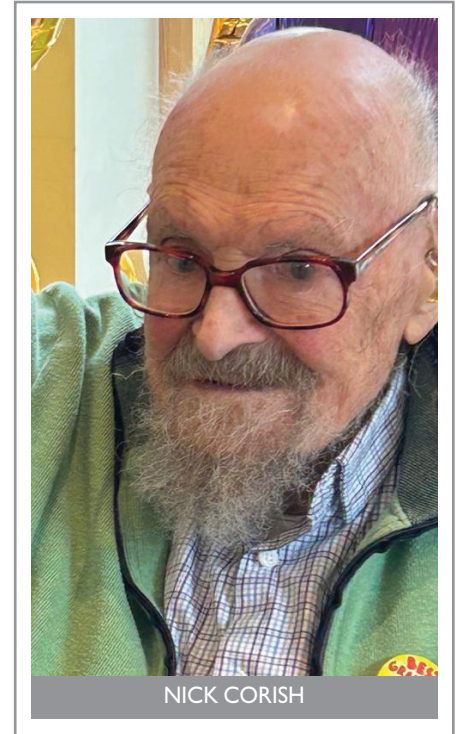
standing passion for sport. He had previously served as Chairman of the CDVEC Sports and Cultural Council from 1956 to 1959. Upon retirement, he spent 20 years working with the Curriculum Development Unit (CDU), helping develop their Outdoor Education Project. He taught in-service courses, developed a PLC in outdoor pursuits, and coached students in adventure sports, sharing his enthusiasm for outdoor education.

Nick was widely respected by colleagues and students alike, known for treating everyone with equal respect, whether in a formal school setting or during his time at the CDU. His influence extended far beyond formal education.

His passion for teaching and safety extended into his lifelong commitment to water safety. Growing up near the River Barrow, Nick was well aware of the dangers posed by water, which led to his involvement in teaching swimming and water safety. As a young man, he joined the Irish Red Cross, which managed water safety at the time. In 1971, he played a key role in establishing the Irish Water Safety Association, and the following year, he travelled to Chicago for specialised training. For his contributions to water safety, Nick was later honoured as a Life Governor of Water Safety Ireland.

For many summers, Nick and his family stayed in Cahore, Co. Wexford, where he taught generations of children how to swim. These lessons took place every morning, with Nick often spending hours in the water. Though he resisted wearing a wetsuit for years, he eventually gave in to the cold. A rock at Cahore's North Beach bears a lasting tribute to his efforts, inscribed with the words: "Thank you, Mr. Corish, for teaching us to swim for over 50 years." Nick also taught adults during the winter months, continuing to swim in the Irish Sea well into his 90s.

Nick's dedication to sports wasn't limited to swimming. As President of Raheny Shamrocks Athletic Club, he remained active in athletics. Competing nationally and internationally in his later years, he won several World Masters Athletics medals in the over-80s category. Until recently, Nick maintained a rigorous fitness routine, running four miles several days a week, cycling, gardening, and even



NICK CORISH

competing in ballroom dancing. Ever eager to learn, Nick joined Toastmasters at age 81 and approached it with the same enthusiasm he showed in all his activities.

Nick also embraced media attention, participating in a German TV documentary called *Autumn Gold* about older athletes at 86, and at 92, he was featured in the "Humans of Dublin" Facebook project. More recently, in 2021, he starred in an online video campaign promoting water safety.

Nick's adventurous spirit and zest for life are perhaps best captured in his own words:

"The important thing in life is to keep having an adventure. I think you have to keep doing what you're able to do... the performance might not always be what it once was, but it's still there."

A truly remarkable man, Nick Corish has lived a life full of achievements, adventure, and service, inspiring everyone who knows him.

*With thanks to the many people who have provided information for this piece, especially to Nick's son Liam and his siblings.*

- Majella O' Neill

# Latest international indicators highlight chronic & unacceptable underinvestment in Irish education – TUI

The latest OECD annual international indicators (*Education At A Glance 2024*) once again endorse the work of teachers and lecturers in Ireland while illustrating the continuing failure at Government level to invest appropriately in education|

## IRELAND ADRIFT FROM OECD COUNTERPARTS DUE TO SHAMEFUL LEVELS OF UNDERINVESTMENT

The most damning indicator in this report shows that of the countries for which figures are provided, **none spend a lower proportion of gross domestic product (GDP) on education than Ireland's (2.7%).** The situation is particularly dire at second level, with Ireland's spend (0.9%) the lowest of the 34 countries for which figures are provided, trailing far behind the OECD average of 1.9%.'

**At third level, the spend (0.5% excluding R&D) is just half that of the OECD average.** This is a shameful legacy of a refusal at political level to address the sector's funding crisis in any meaningful way.

## FULL-TIME, PERMANENT POSTS NEEDED

The report shows that at second level, starting salaries of Irish teachers are below the OECD average. Even then, it must be borne in mind that these salaries are based on an assumption that Irish teachers commence on 'full' jobs, which regrettably is not the case at second-level.

**A survey of teachers carried out by TUI earlier this year showed that of those recently appointed, only a third (35%) appointed received a full-time contract, and just over one in ten teachers (12%) were offered permanent positions.** This culture of precarious work is driving both potential and serving teachers away from the profession.

## TEACHING HOURS

At upper secondary, net teaching time in Ireland exceeds the OECD average, with **Finland, Korea, Japan, Germany, Norway, Spain, Greece and Switzerland** among those countries with a lower net teaching time at this level.



# TUI IN THE

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

## Teachers' union to ballot members on industrial action 'up to and including strike action'

'TUI president David Waters said in recent times, certain managements have sought to make unilateral changes that increase the workload of the union's members, change established policies and depart from collective agreements.'

 **Irish Examiner**

24/10/24

Ahead of the new school year, TUI's General Secretary Michael Gillespie discussed Government inaction on recruitment and retention on RTE's Drivetime and Newstalk's Breakfast programme, while TUI President David Waters addressed similar issues on Today FM's Last Word programme

 **newSTALK**  12/08/24

## Anger as 'paltry' €2,000 incentive scheme for new teachers will be taxable

'The TUI said it means most eligible teachers will receive only half of the €2,000 payment in their take-home pay. It described the decision to tax the payment as "piecemeal and paltry" which will have a "negligible impact" on teacher shortages.'

**THE IRISH TIMES**  
20/09/24

TUI President David Waters was interviewed **on the decision to spend €9m of Budget 2025 on phone pouches** and where the money could have been better used on both RTE Six One News and Virgin Media News and also on RTE's Drivetime.  
04/10/24





# MEDIA

TUI President David Waters gave his Budget 2025 reaction on RTE's Six One News  
01/10/24

**RTE**



## TUI warns that recruitment and retention of teachers is getting worse and is threatening all subjects

'In a five-point plan, the TUI has recommended increasing teaching allocations to schools to allow more full-time, permanent jobs from initial appointment as only 35 per cent of those recently appointed received a contract of full hours upon initial appointment, with just 12 per cent offered a permanent position on appointment.'

**THE IRISH TIMES**

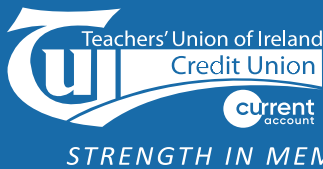
12/08/24

## Secure jobs, more promotional opportunities, shorter PME, less bureaucratic work and full incremental credit for those who have taught abroad.

Writing in thejournal.ie, TUI President David Waters outlined how teacher shortage crisis can be fixed

**The Journal**

23/08/24



STRENGTH IN MEMBERS

TUI Credit Union and Teachers' Union of Ireland

# Collaborate to Launch NEW DEPOSIT ACCOUNT RATES



In a significant move to enhance financial options for educators across Ireland, TUI Credit Union, in partnership with the Teachers' Union of Ireland (TUI), officially launched new deposit account rates recently. The announcement was made during a special meeting at the TUI offices, where Paul Roche, CEO of TUI Credit Union, met with Michael Gillespie, General Secretary of the Teachers' Union of Ireland.

These competitive new rates are designed to provide superior savings opportunities to members of the TUI Credit Union and are now among the best rates available in the market. This initiative reflects the ongoing commitment of both organisations to support the financial well-being of educators and their families.

## Enhanced Financial Benefits *for Educators*

The new deposit account rates come as a response to the growing need for more advantageous savings options that can support the long-term financial goals of teachers. "Our aim is to continually offer the best possible financial solutions to our members," stated Paul Roche, CEO of TUI Credit Union. "These new rates not only provide excellent savings opportunities but also reinforce our commitment to the educational sector."

Michael Gillespie, General Secretary of the TUI, expressed his support for the initiative: ***"This collaboration with TUI Credit Union aligns with our mission to serve the interests of our members. We are proud to endorse these new rates, which will significantly benefit our members, offering them some of the best savings conditions on the market."***

## A Commitment to *Financial Security*

TUI Credit Union has a long-standing tradition of serving educational professionals and their families, emphasising products and services tailored to their unique needs. With the introduction of these enhanced rates, TUI Credit Union continues to demonstrate its dedication to providing value and support to its members.

The launch event was marked by a positive outlook on the future of financial planning for educators, with both leaders expressing enthusiasm about the potential impact of these changes. Members of TUI Credit Union can look forward to not only better rates but also the continued support of an organisation that prioritises their financial security and prosperity.

For more information about the new deposit account rates or to become a member of the TUI Credit Union, please visit TUI Credit Union Website [www.tuicu.ie](http://www.tuicu.ie) or contact us on **(01) 4266 060**.



## About TUI Credit Union

TUI Credit Union is a non-profit financial cooperative owned and controlled by its members, specifically established to serve the financial needs of members of the Teachers' Union of Ireland and their families. Since 1967, TUI Credit Union has been committed to providing competitive financial products with a personal service.

### 32-Day Notice Account:

- Annual interest rate increased to **0.75%**
- Interest paid monthly.
- Regular lodgments permitted.
- Interest is subject to Deposit Interest Retention Tax at the prevailing rate.
- Maximum amount €75,000

Here are the **NEW RATES** for our Term deposit Accounts:

### 1-Year Term deposit Account:

- Annual interest rate increased to **2.15%**.
- Interest paid annually.
- Interest is subject to Deposit Interest Retention Tax at the prevailing rate.
- Lump sum or regular lodgments permitted.
- Maximum amount €75,000

#### Representative Example Lump Sum Lodgement €30,000

Initial Lodgement	Interest	D.I.R.T	Balance at maturity
€30,000	€645	€212.85	€30,432.15

#### Regular Savings, €1,000 per month

Total Lodgements	Interest	D.I.R.T	Balance at maturity
€12,000	€140.31	€46.30	€12,094.01

Representative example above assuming lodgements are made regularly at the beginning of the month.

### 3-Year Term deposit Account:

- Annual interest rate increased to **2.75%**
- Bonus 2.75% at maturity
- Annual Equivalent Rates (AER) **3.34%**
- Interest paid annually
- Interest is subject to Deposit Interest Retention Tax at the prevailing rate.
- Lump sum or regular lodgments permitted.
- Maximum amount €75,000

#### Representative Example

Year	Deposit	Interest	D.I.R.T	End Balance
1	€30,000	€825.00	-€272.25	€30,552.75
2		€840.20	-€277.27	€31,115.68
3		€855.68	-€282.37	€31,688.99
3 - Bonus	2.75% at maturity	€871.45	-€287.58	€32,272.86

#### Regular Savings, €500 per month

Total Lodgements	Interest	D.I.R.T	Balance at maturity
€18,000	€1,281.46	-€422.88	€18,858.58

Representative example above assuming lodgements are made regularly at the beginning of the month.

### 5-Year Term deposit Account:

- Annual interest rate increased to **3.25%**
- Bonus 3.25% at maturity
- Annual Equivalent Rates (AER) **3.72%**
- Interest paid annually.
- Interest is subject to Deposit Interest Retention Tax at the prevailing rate.
- Lump sum or regular lodgments permitted.
- Maximum amount €75,000
- To give you an idea of what these new rates mean for your savings, consider the examples below for single lodgement and regular lodgements:

NOW AT A REMARKABLE **3.25%**

#### Representative Example

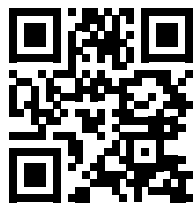
Year	Deposit	Interest	D.I.R.T	End Balance
1	€30,000	€975.00	-€321.75	€30,653.25
2		€996.23	-€328.76	€31,320.72
3		€1,017.92	-€335.91	€32,002.73
4		€1,040.09	-€343.23	€32,699.59
5		€1,062.74	-€350.70	€33,411.63
Year 5 Bonus	3.25% at maturity	€1,085.88	-€358.34	€34,139.16

#### Regular Savings, €500 per month

Year	Deposit	Interest	D.I.R.T	End Balance
1	€6,000.00	€106.05	-€35.00	€6,436.05
2	€12,000.00	€303.36	-€100.11	€12,274.30
3	€18,000.00	€504.96	-€166.64	€18,612.63
4	€24,000.00	€710.96	-€234.62	€25,088.97
5	€30,000.00	€921.44	-€304.08	€31,706.33
Year 5 Bonus	3.25% at maturity	€1,030.46	-€340.05	€32,396.74

Representative example above assuming lodgements are made regularly at the beginning of the month.

\*The interest shown in the above representative examples may differ from the interest income that you earn. The examples are used for illustrative purposes.



To open a Term deposit Account simply scan the QR code.

No 8 The Exchange, Calmount Park, Ballymount, Dublin 12, D12 W354  
01-4266060 | info@tuicu.ie | www.tuicu.ie

TUI Credit Union is regulated by the Central Bank of Ireland

# Important dates to Annual Congress 2025



## 30th September 2024

Nomination forms for annual elections issue

## 18th December 2024 (R)

Last date for receipt of motions online from Branches, Executive Committee and Security Fund Committee for submission to Standing Orders Committee

*Please note deadline is 5.00p.m. on 18th December 2024*

## 23rd January 2025

Last date for receipt of nominations for positions of Vice-President, Standing Orders Committee Areas 4 and 5, Assistance Fund Areas 6-11 and 12-14 and Area Representatives for the following areas:

Area:

- 2 Roscommon, Longford, Westmeath and Offaly
- 4 Wexford, Co. Waterford, Waterford City, Tipperary SR, Kilkenny
- 6 Co Dublin, Dún Laoghaire
- 8 Sligo, Leitrim and Donegal
- 10 Dublin City
- 12 C&C Schools in Counties: Donegal, Galway, Leitrim, Longford, Mayo, Roscommon, Sligo, Westmeath
- 14 C&C Schools in Counties: Carlow, Clare, Cork, Kerry, Kilkenny, Laois, Limerick, Offaly, Tipperary, Waterford, Wexford.
- 16 Third Level Colleges – Dublin City
- 18 Third Level Colleges – Donegal, Sligo, Leitrim, Longford, Roscommon, Westmeath.

*Please note that nominations will close at 2.30p.m. on 23rd January 2025*

## 18th February 2025 (R)

Preliminary Agenda will issue to Branches

## 24th February 2025

Issue of ballot papers for elections

## 4th March 2025 (R)

Last date for receipt of:

- amendments to Preliminary Agenda
- order of priority for motions in each section
- names of delegates to Congress

## 21st March 2025

Last date for receipt of annual election ballot papers

## 1st April 2025 (R)

Issue Annual Report - Final Agenda, General Secretary's Report, Annual Accounts

## 15th April 2025 (R)

Last date for receipt of questions on the Annual Report and Annual Accounts

## 22nd April 2025 (R) CONGRESS OPENS

Note:

Rule 13 (ii) which reads as follows determines the number of delegates:

“One delegate from each Branch of which the members in benefit do not exceed thirty and one delegate for each fraction of thirty, as per the following table:

Members	Delegates
1 - 30	1
31 - 60	2
61 - 90	3
91 - 120	4
121 - 150	5
151 - 180	6

and so on”.

Rule 14 In-benefit members for the purpose of arriving at the number of delegates to the Annual Congress are fully paid-up members for the month of December whose subscriptions have been received by the General Secretary on or before the last Friday in February, i.e. Friday, 28th February 2025.

Delegates to Annual Congress shall be elected by their Branches at the Annual General Meeting or at a properly convened Branch Meeting where the item appears on the Agenda.

## 30th April 2025

Last date for receipt of nominations for the position of President

## 7th May 2025

Issue ballot papers for election of President

## 27th May 2025

Last date for receipt of ballot papers for Presidential election (R) Under Rule

# Annual Congress 2025

22nd – 24th April 2025

Annual Congress 2025 will take place at Clayton Whites Hotel, Wexford  
Full details will issue to branches in due course.



# Supervision and Substitution (S&S) – Your questions answered

## 1. Is participation in S&S Compulsory?

Yes.

With effect from the beginning of the 2013/2014 school year, participation in the Supervision and Substitution (S&S) scheme became compulsory for all teachers except for those who were entitled to opt out at that time. A further opportunity to opt-out was provided in 2017 (CL47/2017) to teachers who had a minimum of 15 years' service at that time.

Prior to the 2013/14 school year, a separate, pensionable allowance was paid to teachers who had opted into the voluntary S&S scheme. When the scheme became compulsory, the allowance (less 10%) was added to and incorporated into pensionable salary at every point on both scales. Those who were entitled to and those who chose to opt out remain outside the S&S scheme did have the allowance incorporated into their salary scale, but the value of the original uncut allowance is subtracted from their gross pay at every pay cycle.

For each teacher who opted out, the school receives a payment from the Department in order to compensate fully for this equivalent to the original value of the allowance. Therefore, every school has a pool of S&S hours equal to the Oireachtas-funded teacher allocation multiplied by 43 (i.e. the maximum annual commitment in hours of a whole-time teacher/WTE). If the school has an allocation of 40 teachers/WTEs for the current school year, its pool of S&S hours is 1,720. The fund for those who opted out is to be used to replace their hours in the scheme.

## 2. My school finds the S&S scheme inconvenient or awkward to operate. Can we decide not to implement it or to depart from the terms of the relevant Circular Letters (42/2014 on rostering and 71/2024)?

No. The terms of the S&S scheme represent government policy and implementation is mandatory as per circular letter. Failure or refusal to implement these terms fully would leave those with responsibility for operating the scheme open to disciplinary action.

Moreover, as S&S involves contractual delivery commitments for teachers (including the Principal Teacher and Deputy Principal teachers who also receive the allowance on scale to do S&S) such failure or refusal could be viewed, potentially, as a failure to comply with those commitments. In addition to this, schools and ETBs, especially Principals and CEs, as key personnel with specific accounting functions, could be viewed as derelict in their duties in relation to the use and disbursement of public funds and could thereby put their positions at risk.

## ROSTERING

### 3. When and how is the S&S Roster decided?

Following discussions between the management bodies (JMB/ACCS/ETBI), the unions (TUI/ASTU) and the DE, the following arrangements for the rostering of substitution duties have been agreed and is set out in CL42/2014.

1. Each year, prior to the commencement of the school year, the Principal calculates the total number of substitution slots to be filled, based on the weekly class period commitment of the teachers who have not opted out of S&S duties.
2. The Principal decides how the rota slots should be distributed, based on an analysis of the absence patterns of teachers in the current school year.

3. The Principal decides on the target distribution table of the slots for the year ahead i.e. periods where additional S&S is generally needed.
4. After the class contact timetable is completed, the Principal lists the available teachers for each period in a spreadsheet.
5. The Principal emails each teacher with their individual class contact timetable (plus the Principal's target distribution table) by a date in August.
6. Teachers are invited to indicate preferences for substitution periods by filling in all the unallocated periods on their timetable in numbered order of preference.

Note to Job share / Part-time teacher example: If the maximum timetabled class periods for a full-time teacher is 32 periods, then a job-sharer blocks off 16 periods (half of 32) before completing their timetable with their numbered preferences.

A part-time teacher blocks off up to 32 periods before completing their timetable with their numbered preferences. This ensures that the teacher on job-share/ part-time teacher will in the first instance identify those periods for which he/she is not available for substitution.

7. The teachers return their completed timetable by email to the Principal by the deadline which will be three days from the sending of the individual timetables.
8. If a teacher does not return his/her completed timetable to the Principal by the deadline, then he/she will be allocated as the Principal sees fit.

9. The Principal adds the teacher's preference numbers to each of the free periods in the spreadsheet and then sorts each period using the preferences.
10. The available teachers are thus listed in order of preference in each period of the timetable. This is the starting point for the agreed rostering system.
11. The completed roster will be made available to all teachers.
12. After the roster is published to staff, teachers may swop rostered periods once the agreed swop is notified to the Principal in writing.

Full details on the rostering of S&S can be found in CL42/2014.

**4. For how many class periods must a full-time teacher be available for substitution under the S&S Scheme (CL71/2024)?**

A full-time teacher working 40-minute class periods must be available for five 40-minute class periods per week. A full-time teacher working one hour class periods must be available for 3 one-hour class periods per week.

A teacher nominates these class periods (5 or 3, as applicable) at the commencement of the school year.

Class periods cannot be changed by management without agreement - e.g. to compensate for a shortfall in S&S cover.

A teacher on fewer than full hours is required to complete S&S on a pro rata basis.

<b>40-minute class periods</b>	
<b>Class Contact Hours (40-minute classes)</b>	<b>Available for:</b>
Teachers working more than 17 hours class contact per week	5 class periods per week
Teachers working more than 12 and up to and including 17 hours class contact per week	4 class periods per week
Teachers working up to and including 12 class contact hours per week	3 class periods per week

<b>One-hour class periods</b>	
<b>Class Contact Hours (one-hour classes)</b>	<b>Available for:</b>
Teachers working more than 17 hours class contact per week	3 class periods per week
Teachers working more than 12 and up to and including 17 hours class contact per week	2 class periods per week
Teachers working up to and including 12 class contact hours per week	1 class period per week

**5. Can I be required to provide substitution cover as part of S&S at times other than my designated slots?**

Teachers can only be compelled to substitute (under S&S) if it is in their designated slot/s (based on the agreed S&S roster). If insufficient substitution cover is available, school management may need to restrict some school activities. Teachers, if they wish, can do additional paid substitution up to the maximum under the Teaching Hours Extension Scheme - CL66/2024).

**6. Am I entitled to know by the commencement of the school day if I will be required for Supervision & Substitution that day?**

Supervision is recurring, predictable and rostered. Therefore, from the beginning of the school year you should know where you are on that roster and, accordingly, how much supervision you are required to do each week (subject to a maximum

of 50 minutes) as well as when and where it is to be done.

Obviously, substitution is less predictable. That said, you should, where possible, be informed by the commencement of the school day if you are required to engage in substitution that day under the S&S scheme.

Early notification makes sense for all concerned and facilitates the orderly running of the school. However, there will inevitably be occasions where a teacher could be called on, at short notice, during the school day to provide substitution cover e.g. if another teacher is called away at short notice owing to the illness of a family member or another teacher takes ill during the school day and must leave the school. In such circumstances, under the terms of the S&S scheme, if the class period to be covered is one for which you are available, you can be called upon to substitute for the absent teacher.

**TIME COMMITMENT**

**7. How many hours S&S am I required to do?**

With the exception of those teachers who chose to opt-out when an opt-out was permitted, each full-time teacher is required to be available to undertake Supervision and Substitution duties to a maximum of 43 hours per school year. The maximum weekly commitment that can be used for combined S&S is 3 hours per week.

Within the weekly maximum of 3 hours for S&S, the maximum time that can be devoted to Supervision in a given week is 50 minutes – this was agreed at the Teachers’ Conciliation Council in 2019.

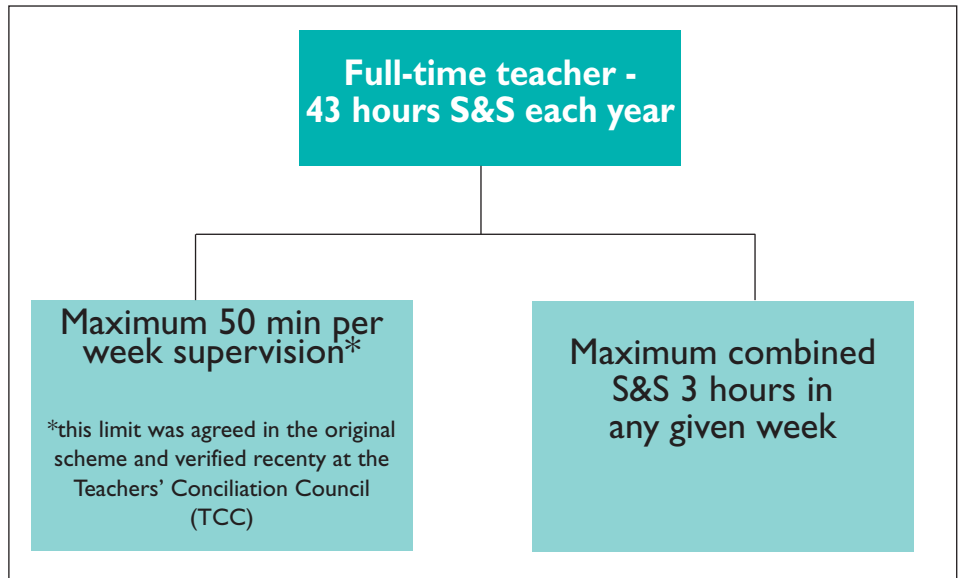
**8. How many hours of S&S is a teacher on fewer than full hours required to do?**

A teacher on fewer than full hours is required to complete S&S on a pro rata basis. Therefore, a part-time teacher must do 43 divided by 22 and then multiply the answer by their contractual weekly hours. This gives the total combined availability for both Supervision and Substitution for the year.

**9. When does Supervision take place?**

Supervision is regular, recurring and predictable. Supervision takes place:

- During morning and lunch breaks
- Before and/or after the school day - for a maximum of 15 minutes before the school day commences and 15 minutes following the end of the last timetabled class of the day



**Example (full-time teacher):**

Supervision	Yearly Supervision Commitment	Remining hours available for Substitution
Maximum 50 minutes per week	50 * 33.4 weeks = 1670 27 hours and 50 mins	43 hours S&S minus 27 hours 50 minutes supervision = 15 hours and 10 minutes left for substitution. Max 15 x 1-hour classes in the year or 22 x 40-minute classes in the year

**Example:**

Teachers' Contractual hours	Yearly S&S Commitment	If teacher is on the supervision roster for the full year for the maximum of 50 mins
16 hours per week	43 divide by 22 = 1.95 Multiply by 16 = 31.27  Therefore 31 hours and 16 minutes	Maximum 50 minutes per week  50 * 33.4 = 27 hours 50 min. Therefore, the teacher is only required to engage in substitution for 3 hours 26 minutes (31 hours 16 mins minus 27 hours 50 mins)



**10. What happens when I have reached my S&S commitment i.e. for a full-time teacher, what happens when I have reached the 43-hour maximum?**

A full-time teacher who has reached the 43-hour commitment, which must include the full rostered/timetabled supervision requirement for the school year, is not and cannot be required to engage either in any further substitution cover unless that teacher volunteers to participate in the Teaching Hours Extension Scheme under CL66/2024. (which provides additional non-pensionable payment for each hour of additional substitution undertaken and can be undertaken at any time during the year once you are available to do the hours).

As the supervision requirement is timetabled for the school year, it is important to calculate at the beginning of the school year what your total supervision commitment for the year will come to. By deducting this from your total S&S commitment (43 hours if you are full-time) you will ascertain exactly how many hours of substitution in total that you are liable to take under the S&S scheme.

**11. Can a teacher in the S&S Scheme also undertake the maximum 35 hours provided under Teaching Hours Extension Scheme (CL66/2024)?**

Yes. Both transact separately.

**S&S AND APPROVED LEAVE**

**12. I have been on approved leave. Upon my return to work am I liable for S&S that I missed – i.e. is it “banked” by the school for use/draw-down later in the school year?**

No. There is no such thing as an undischarged S&S liability. There are no “banked” hours (either of supervision or substitution) that you are liable for when you return to work.

**13. I am currently employed by the school to cover a leave of absence of another teacher (e.g. Maternity Leave). Am I required to be available for that teacher’s S&S obligation?**

If you are being paid the casual part-time rate you have no S&S commitment.

If you have a contract and you are covering for a teacher on approved leave

for the full year you are required to undertake the contracted work of that teacher, including both the timetabled classes and S&S. The hourly rate of pay that you receive is based on the whole-time salary of a teacher, which is now inclusive of the payment for S&S (that formerly was paid as a separate, pensionable allowance).

**14. If I am out on approved leave or away on approved school business, am I required to arrange my own S&S cover?**

No. It is the responsibility of school management to arrange S&S cover.

**OPT OUT/OPT IN S&S**

**15. Can I opt-out of S&S?**

No. Participation is compulsory. An opt-out was provided in 2013 if the criteria as set out in CL06/2014 was met. A further opt-out was provided in 2017 if the criteria as set out in CL47/2017 was met.

**16. I opted out of S&S previously and I have since been promoted to a Principal or Deputy Principal position, am I required to engage in S&S now?**

Where a teacher opted out of S&S duties under previous circulars, that opt-out remains in place unless the teacher has been promoted to a permanent Principal or Deputy Principal position and opts back in to the S&S scheme under the terms of Circular 32/2023.

The offer to opt back into the S&S Scheme is provided on the basis that such permanently appointed principals and deputy principals carry out S&S duties and agree to be included on S&S rosters where applicable.

For Principal and Deputy Principal Teachers promoted after the 2023/2024 school year, an application must be submitted within 6 weeks of appointment to the post. Late applications will be processed with effect from September of the next school year and no retrospective payment will apply.

Full details are available in CL32/2023.

**17. I didn’t opt out of S&S previously (in 2013 or 2017) or I commenced teaching after that date, can I opt out now?**

No.

**S&S VIS-À-VIS PAID SUBSTITUTION**

**18. When should S&S be used?**

The use of S&S is strictly limited, by national agreement, to covering:

- Absences for all school-approved activities
- Self-certified sick leave
- The first day of each absence of force majeure leave and illness in family leave.
- Partial absences for medical-related service appointments under CL37/2023

**19. Am I entitled to know why a teacher is absent in order to ascertain whether the absence is covered by S&S or falls to be covered by paid substitution?**

You are not entitled to know the precise form of leave that has resulted in the teacher’s absence. However, you are entitled to know if the leave is covered by paid substitution or by S&S and this must be clearly identified by school management.

**20. Our Principal and Deputy Principal are away at a meeting/conference and two API post holders are ‘in charge’ of the school for the duration of their absence. The API holders will be released from classes to engage in this work. Can S&S can be used to cover their classes?**

Yes.

The school must continue to be run in a safe and orderly manner in the absence of the Principal and Deputy Principal. For example, a Designated Liaison Person must be available at all times in the school. There is also a requirement to have designated people in charge to deal with any (behaviour/housekeeping) issues that may arise. This is approved school business and S&S can be used.

**21. Can S&S be used to cover a teacher’s certified sick leave absence?**

No. Under national agreement, there is a system of paid substitution to cover certified sick leave. This paid substitution provides additional income to part-time teachers and/or to teachers who volunteer to do additional substitution under the Teaching Hours Extension Scheme (CL 66/2024). If you do substitution that is in excess of your substitution liability under S&S for no additional payment you are in effect

depriving colleague teachers of additional income.

Therefore, if you want to provide substitution cover that is additional to your substitution liability under S&S, sign up to the Teaching Hours Extension Scheme. Under the terms of that scheme, you can do up to 35 additional, paid hours of substitution per term.

## 22. When is Paid Substitution used?

The Department of Education provides paid substitution for a number of circumstances and activities including, but not limited to:

- Certified sick leave (all)
- Parental leave
- Compassionate & Bereavement Leave
- Maternity Leave
- Paternity Leave
- Jury Service Leave
- Membership of NCCA (Council, Boards and Subject Development Groups)
- State Examinations Commission (SEC) Activities
- Unpaid Leave for Medical care purposes

## 23. Can school management use S&S to cover classes that should be covered by a paid substitute?

No.

Management cannot use S&S to cover classes that should be covered by paid substitution. Should a substitute (e.g. a part-time teacher) not be available, school management can use teachers who have volunteered for additional substitution under the Teaching Hours Extension Scheme. Details of the Teaching Hours Extension Scheme are set out in CL66/2024.

## S&S IN SETTINGS OTHER THAN POST PRIMARY SCHOOLS

### 24. I work as a teacher in PLC, Youthreach, VTOS, BTEI, Prison Education Centre or other FET Centre/College. Am I required to undertake S&S?

Yes. All teachers in FET settings must provide 43 hours of S&S in accordance with CL29/2014. When the scheme became compulsory, the allowance (less 10%) was added to and incorporated into pensionable salary at every point on scale

for all teachers irrespective of where they work.

Teachers in a PLC/FET College or Youthreach Centre are required to undertake S&S in the same way as post primary schools as set out in CL29/2014.

VTOS teachers are required to provide 22 hours substitution and 21 hours of supervision in order to fulfil the 43 hours commitment.

Teachers in the Prison Education Centres are required to provide 43 hours of substitution (i.e. no supervision element).

### 25. What does Supervision entail in VTOS, BTEI, Adult Education, Adult Literacy?

Supervision duties to be provided by teachers in these settings may include:

- (a) Supervision of learners:
  - working on projects or trial assessments at times outside of a teacher's timetabled class contact hours.
  - during study periods outside of a teacher's timetabled class contact hours.
  - at break and lunch times in canteens and/or in common/general purpose areas
  - at times during which they are not timetabled for class but are provided with a facility to engage in self-directed work/study

It is noted that supervision of learners may not be required in some circumstances e.g. in the case of most adult learners.

- (b) Supervision of facilities, including:
  - computer rooms, libraries etc.
  - specialist or dedicated work areas such as engineering/metal work/woodwork rooms, science laboratories, home economics rooms etc., having due regard to any insurable risk that might arise and, where necessary, to the specialism of the teacher
- (c) Availability for a maximum of one class period per week of no more than 40 minutes duration, nominated by the individual teacher, for informal (non-teaching) engagement with students

Supervision duties may not include:

- additional timetabled class contact
- post of responsibility duties
- Counselling

The list of supervision duties to be undertaken in each Further Education centre/area will be formally recorded and communicated to the Head Office of the relevant Education and Training Board or retained by the Board of Management of the school/centre, as appropriate.

## WINDFALL HOURS – SEPARATE TO S&S

### 26. What are Windfall hours?

A teacher whose timetabled class is on an out-of-school activity may be reassigned (in respect of the timetabled class period/s with the relevant class) to cover the classes of the teacher(s) involved in the out-of-school activity.

For example, if a transition year group on a visit to a museum for the day is accompanied by 2 teachers, a colleague who is timetabled to teach the class for two class periods that day must be available during those two class periods to cover the class of either of the teachers on the visit to the museum with the transition year group.

All teachers can be asked to cover windfall including teachers who have opted out of S&S.

## TEACHING HOURS EXTENSION SCHEME FOR 2024/2025 (CL66/2024) – SEPARATE TO S&S

### 27. What is the Teaching Hours Extension Scheme?

The Extension Scheme is entirely separate from S&S.

The scheme provides for paid substitution. Payment is per hour of substitution actually delivered and is at the teacher's personal rate (which encompasses point on the salary scale and all pensionable allowances – e.g. Principal, Deputy Principal, Post of Responsibility, qualifications and other allowances. However payment under the scheme is not pensionable.

The purpose of the Teaching Hours

Extension Scheme is to provide Post Primary school management with an alternative means of sourcing appropriately qualified substitute teaching cover to support teaching and learning in schools. Participation by teachers is strictly voluntary.

### 28. How many additional hours of substitution can I work, under this scheme, on a voluntary basis?

A teacher can provide up to a maximum of 140 additional hours per year - 70 hours in the first term (35 hours either side of October midterm break) and 35 hours in each of the two subsequent school terms during the 2024/2025 school year.

Any such teaching hours undertaken are over and above, and do not affect, a teacher's existing contractual obligations in terms of their existing commitments to the school(s), including the Supervision and Substitution rota arrangements (described earlier in this FAQ) as already agreed and scheduled for the school year.

### 29. Who is eligible to apply for this additional voluntary work?

The scheme is open to all permanent/CID and fixed-term/temporary Post Primary teachers employed in a school/ETB. This includes all full time teachers, job-sharing teachers, part-time teachers, teachers who work in a substitute or a casual part-time capacity and teachers who are on career break. It includes teachers who hold promoted posts (Principal, Deputy Principal, AP1, AP2 etc.) and those who don't hold such posts.

For any teacher who is paid for fewer than 22 hours per week (inclusive of professional time), and who undertakes paid substitution, they should continue to claim those substitution hours in the normal way via the OLCS and/or in the relevant ETB payroll. Only substitution hours taken in excess of the 22 hours (inclusive of professional time) per week should be claimed under this scheme.

### 30. Am I required to sign a new contract of employment to engage in this work?

No. Teachers who wish to engage in this work simply indicate their availability to participate to the School Principal. Schools will allocate and record the hours drawn down under these arrangements. See Appendix A attached to CL66/2024.

### 31. What sequence should be used in assigning teachers to cover classes?

The general sequence in relation to sourcing substitute teachers should be as follows:

#### Step 1

Paid substitutes (where applicable and available) under the existing scheme

#### Step 2

Use of the Supervision & Substitution roster (where appropriate - see list above)

#### Step 3

Use of the Post Primary Teaching Hours Extension Scheme

This sequence is designed to ensure that, as far as possible and practicable, paid substitution hours are assigned in the first instance to part-time teachers – i.e. those on a lower income.

### 32. If I engage in this work, how will I be paid?

Payment is based on the Personal Rate of Pay (to include allowances if applicable). This payment will be non-pensionable.

### 33. If I engage in additional hours, can I factor them in when applying for a CID or in calculating my entitlement to an increment?

No. There is no entitlement for these hours to be included in any calculation for incremental progression, service history, Contract of Indefinite Duration or reckonable service for pension purposes.

### 34. Can I engage in this work in more than one school?

Yes. However, a teacher who engages in this work in more than one school, remains subject to the overall maximum limit of 35 hours per term, i.e. the cap applies irrespective of the number of schools in which a teacher works.

### 35. If I agree to engage in this work, do I have to work the full 35 hours per term?

No. Teachers may work for fewer hours than the maximum limit of 35 hours per term.

### 36. How do I volunteer for this additional paid substitution work?

Teachers who wish to engage in this work should indicate their availability to participate to the school Principal. Schools will allocate and record the hours drawn down under these arrangements.

### 37. If I can work up to 35 hours per term, what are the term dates?

For the purposes of this scheme there are four terms, as follows:

#### Term 1

1st September 2024 to  
25th October 2024

#### Term 2

4th November 2024 to  
20th December 2024

#### Term 3

6th January 2025 to  
11th April 2025

#### Term 4

28th April 2025 to  
31st May 2025

### 38. When will I be paid for engaging in this work?

When each term concludes, claims should be submitted by the school(s) to

- the HR Department of their ETB for teachers employed by an ETB school or
- via the On Line Claims (OLCS) mechanism used by the Post Primary Payroll Section of Department of Education, Athlone, for teachers employed by a C&C or Voluntary Secondary school. The OLCS will be open to accept claims after the closing date of each term

Payment will be made approximately 6 weeks after the submission of the claim.

### 39. Where can I get more information on the Teaching Hours Extension Scheme?

Full details of the Teaching Hours Extension Scheme can be found in CL66/2024.

# Teaching Council updates

*This information has been supplied by the Teaching Council*

## Expiring Conditions on your Registration

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

## NQT (Newly Qualified Teacher) Fast Track Registration Process

The Council completed the annual fast-track registration process for primary and post primary teachers graduating in Ireland. To ensure a fair and equitable process, all NQTs were dealt with in rotation and in order of application date. All NQTs were asked to complete vetting in advance and as at 9/09/2024 96.56% of NQTs had registered with the Council and another 1.66% were in progress.

## Route 5 Student Registration

As at 9/09/2024, 2,037 students are registered under Route 5. Applications will open for the next round of registrations in October.

## Re-vetting

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

Re-vetting is a two-stage process. If you received an invitation to apply for re-vetting, we ask that you commence the process as soon as possible by logging onto your My Registration account and uploading your proof of identification documents (stage 1).

The Council will check your application and identification documents and submit your application to the NVB.

The NVB will then email you a link to the NVB online vetting application form. You have 30 days to complete the form from the date you receive it (stage 2). Please remember that when completing the NVB form you must include all your addresses from birth to the present, including all addresses where you resided outside of the Republic of Ireland (ROI).

Please note that your registration may be delayed if you do not include all of your addresses, including addresses outside of ROI when completing the NVB online application.

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

## Droichead

Applications for Droichead in the 2024/2025 school year opened on Monday, 2 September 2024. Newly Qualified Teachers (NQTs) must apply for Droichead online via their "My Registration" portal account on [www.teachingcouncil.ie](http://www.teachingcouncil.ie). On completion of the process, NQTs should ensure that they have all required information and documentation before they submit their online Form D via their portal accounts.

## Renewals

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

Please ensure that you update your personal contact information and provide any missing data such as post codes and mobile phone numbers. Please note that it is no longer possible for staff to take payment over the phone. Further information can be found on the Registration Renewal/My Registration section of the Teaching Council website.



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20656 Health Ad 10-24



 **SCAN ME**

# Pass the Occupied Territories Bill (OTB)

The Occupied Territories Bill (OTB) seeks a complete ban on the import of goods and services produced in illegal settlements, including Israeli settlements in the occupied Palestinian territory.

Pass the Occupied Territories Bill (OTB) is a collective campaign of Irish civil society organisations, including the TUI, which is seeking speedy enactment of the Bill,

If enacted, Ireland would become the first Western country to enact a ban on trade with the illegal Israeli settlements.

Ireland became the first Western country to ban imports from Apartheid South Africa in 1987.

The OTB is an opportunity for Ireland to show leadership once again on the international stage.



## Take action today!

The people of Ireland have continued to demonstrate extraordinary solidarity with the Palestinian people.

The actions of individuals and groups will mobilise the public to ensure the Pass the Occupied Territories Bill Campaign will succeed.

Go to the website [www.passtheotb.ie](http://www.passtheotb.ie), click on the TAKE ACTION tab and take a few minutes to sign the petition and use the facility to write to your TD. This section of the website also contains resources for social media.

Crucially at the moment, the issue can also be raised with public representatives during the current general election campaign.

## TUI criticises paltry and piecemeal PME fee ‘refund’

The TUI criticised the limited scope of a refund mechanism for a small proportion of the fees to undertake the Professional Master in Education (PME) required to teach at second level, describing it as being piecemeal and paltry.

Details of the scheme were confirmed through a Department of Education circular letter (69/2024) in September. The union said that the measure will have a negligible impact on the teacher recruitment and retention crisis.

‘Fees for the PME can cost up to €15,750 for the two-year course, and we would estimate that after taxation, the €2,000 payable to new teachers under this scheme will fall to well below €1,000,’ said TUI General Secretary Michael Gillespie.

‘We strongly advocated for the benefit to be administered as a fee refund scheme for teachers rather than through payroll, but regrettably this request, which would have prevented against an already small amount being further reduced

through statutory deductions, fell on deaf ears.’

‘It is also unacceptable that the benefit would only apply to those newly qualified teachers who completed a PME programme in the 2024 calendar year. This is an insult to the very small number who may have completed the PME in the previous few years and who, for various reasons, chose not to commence employment or were not in a position to commence employment as a teacher until in 2024.’

# Workload survey for members in FET

Following a recommendation of TUI's Further Education Advisory Council, a survey on workload is being conducted among members working in Further Education and Training. To take the survey please scan the QR code using the camera on your smartphone. Please share the link with relevant members.



It is intended to close the survey on the **19th December 2024**.

## Payment for Locally Devised Assessments (LDAs)

Many modules delivered in a variety of Further Education settings are accredited by Quality and Qualifications Ireland (QQI). As per the contract of employment our members are responsible for the delivery, the preparation for delivery, and the assessment of learning, for students undertaking these modules. For QQI modules the person delivering also assesses.

Payment for assessment of Level 5 and 6 modules, and a limited number of Level 4 modules, is provided discretely by SOLAS for full-time courses e.g. Post-Leaving Certificate. The payment schedule is published annually by SOLAS and is based on a breakdown of components. A set rate applies each year for each assessment modality i.e. a written assessment, a practical assessment and a portfolio.

It came to the attention of the TUI, in 2016, that payment was not being made for the Level 5 and 6, and limited number of Level 4 modules, in some ETBs for our members delivering part-time courses. The TUI engaged with ETBI, SOLAS and the Further Education Section of the Department of Education and Skills (now a pillar in the Department of Further and Higher Education, Research, Innovation and Science). Following consultation between the parties a clarification issued to the sector to the effect that:

*For part-time programmes and other programmes, such as Youthreach, LDA Payments should be paid, as per the annual schedule now issued by SOLAS, from the discrete budget for the relevant programme.*

While policy may now involve an intention to move away from such discrete budgets, it remains the case that payment for LDAs must be made, either by SOLAS or by an ETB, where the module being delivered is listed on the LDA Payment Schedule issued by SOLAS. The TUI has engaged directly with ETBs to resolve this matter where payments for LDAs have not been made.

The current LDA Payment Schedule is available to members on the TUI's website.

On a separate, although related, matter the TUI continues to engage with SOLAS in relation to the Congress resolution that the Union would seek a fair payment for other QQI modules at Levels 1 to 4.

# Salary scales – 1st October 2024

The salary scales set out over the following pages take account of the 1% (or €500, whichever is greater) increase under Building Momentum payable from 1st October 2024.

Points 4 and 8 have been removed from all post-2011 scales, meaning new and recent entrants move up these scales more quickly. In addition, teachers on the post-2011 scale will also skip point 12.

## TEACHERS COMMON BASIC SCALE

**Scale for those who entered profession before 1 January 2011**

See next page for details of allowances payable

Effective from 01/10/24

1	€41,417
2	€42,269
3	€43,469
4	€44,674
5	€46,542
6	€47,752
7	€48,961
8	€52,021
9	€53,598
10	€55,515
11	€57,437
12	€59,383
13	€61,012
14	€63,171
15	€63,171
16	€63,171
17	€66,144
18	€66,144
19	€66,144
20	€66,144
21	€70,076
22	€70,076
23	€70,076
24	€70,076
25	€74,417
26	
27	

**Scale for those who entered profession post 1 January 2011**

This scale includes full value of Honours Primary Degree Allowance and the value of the Honours PME

Effective from 01/10/24

1	€44,829
2	€46,465
3	€48,334
4	€49,187
5	€50,388
6	€51,851
7	€53,538
8	€55,265
9	€56,715
10	€59,316
11	€60,940
12	€62,886
13	€64,820
14	€66,769
15	€68,398
16	€70,556
17	€70,556
18	€70,556
19	€73,529
20	€73,529
21	€73,529
22	€73,529
23	€77,458
24	€77,458
25	€77,458
26	€77,458
27	€81,803

## PART-TIME HOURLY RATES (SECOND LEVEL)

Please note that 12% of the applicable rates will be removed to represent statutory annual leave entitlement of 4 weeks per year. Teachers will then be paid during the Christmas, Easter and summer holidays. Overall remuneration will not change.

1. Qualified hourly casual rate (pre 2011 entrant):

€52.66 + €7.18

Qualified hourly casual rate (post 2011 entrant):

€47.12 + €6.43

2. Unqualified hourly rate (pre 2011 entrant):

€46.29 + €6.31

Unqualified hourly rate (post 2011 entrant):

€41.66 + €5.68

3. Qualified non-casual rate paid to teachers according to their own personal point on the incremental salary scale plus allowances divided by 730. This will give your own personal hourly rate.

This divisor may reduce owing to the additional bank holiday in February. Please check the TUI website for updates on this.

For full details on all scales see Circulars 73/2024 (Second level), 75/2024 (Further/adult education) and 03/2024 (Higher education) on the TUI website.



**PRINCIPALS' ALLOWANCES**

- category based on number of teachers

Category	01/10/2024
I	€11,120
II	€12,460
III	€14,616
IV	€17,151
V	€19,951
VI	€22,792
VII	€25,542
VIII	€28,324
IX	€30,368
X	€32,482
XI	€35,563
XII	€37,646
XIII	€41,673
XIV	€43,033
XV	€46,675
XVI	€48,700
XVII	€50,722

**DEPUTY PRINCIPALS' ALLOWANCES**

- category based on number of teachers

Category	01/10/2024
I	€4,501
II	€5,890
III	€7,786
IV	€9,761
V	€11,672
VI	€13,669
VII	€15,587
VIII	€17,473
IX	€18,960
X	€20,408
XI	€22,653
XII	€24,042
XIII	€27,046
XIV	€27,634
XV	€30,192
XVI	€31,354
XVII	€32,507

**POSTS OF RESPONSIBILITY**

Assistant Principal (API)	€10,174
Assistant Principal (APII)	€4,501

**Academic Allowances for those who entered teaching after 1/1/11**

The revised salary scale on previous page for post 1/1/2011 entrants includes the Honours Primary Degree allowance and the value of the PME allowance. Accordingly, payment of the Honours Primary Degree allowance, Pass Degree Allowance, Pass Masters Degree allowance and the PME allowance for post 1/1/11 entrants has ceased.

**Academic Allowances for those who entered teaching before 1/1/11****Academic Allowances**

Either of the allowances (a) or (b) may be held together with any one of the allowances (c) to (g).

01/10/2024

(a) (i) H. Dip in Ed. (Pass)	€705
(ii) Higher Froebel Certificate	€705
(b) (i) H.Dip in Ed. (1st or 2nd Hons)	€1,475
(ii) Ard Teastas Gaeilge	€1,475
(c) Primary Degree (Pass)	€2,200
(d) Masters Degree by thesis or exam (Pass)	€5,875
(e) Primary Degree (1st, 2nd or 3rd Hons)	€5,875
(f) Master Degree (1st or 2nd Hons)	€6,564
(g) Doctors Degree	€7,333

**OTHER ALLOWANCES\***

01/10/2024

(i) Teaching through Irish	€1,890
(ii) Gaeltacht Grant	€3,658
(iii) Island Allowance	€2,200
(iv) Diploma for Special Education	€2,911
(v) Special Allowances payable to teachers appointed before 1/1/1987 in Comprehensive Schools	€2,952
(vi) Allowance for teachers with 35 years service (long service allowance - payable after 10 years completed on the maximum point of the salary scale)	€2,774

\*Please note that as per Circular Letter 73/2024, certain allowances for new beneficiaries were abolished with effect from 1st February 2012 and their appearance in the scales does not confer an entitlement to the allowance where the staff member was not already entitled to the allowance

**ADULT EDUCATION OFFICERS**

(not reduced for post I/II/III new entrants)

Effective from  
01/10/24

- €61,107
- €63,917
- €66,727
- €69,537
- €72,345
- €75,152
- €77,963
- €79,556
- €82,353
- €85,191
- €88,033
- €90,873
- €95,135

**YOUTHREACH CO-ORDINATORS**

(not reduced for post I/II/III new entrants)

Effective from  
01/10/24

- €45,664
- €49,466
- €53,319
- €58,225
- €61,337
- €65,384
- €69,409
  
- LSI €72,516
- LSII €74,795

**ADULT LITERACY ORGANISERS/  
COMMUNITY EDUCATION FACILITATORS/  
ADULT EDUCATION GUIDANCE  
COUNSELLOR/CO-ORDINATOR**

Pre I/II/III entrant

Post I/II/III entrant

Effective from  
01/10/24

Effective from  
01/10/24

- |         |         |
|---------|---------|
| €51,650 | €46,932 |
| €53,311 | €49,841 |
| €55,011 | €51,650 |
| €56,723 | €53,311 |
| €58,446 | €55,011 |
| €60,176 | €56,723 |
| €61,906 | €58,446 |
| €63,634 | €60,176 |
| €65,362 | €61,906 |
| €67,091 | €63,634 |
| €68,822 | €65,362 |
| €70,799 | €67,091 |
| €73,270 | €68,822 |
|         | €70,799 |
|         | €73,270 |

Effective from 01/10/24

- NALA/WIT Certificate
- NALA/WIT Diploma

- €1,210
- €2,426

**YOUTHREACH RESOURCE/BTEI ADULT  
EDUCATOR**

Pre I/II/III entrant

Post I/II/III entrant

Effective from  
01/10/24

Effective from  
01/10/24

- |              |         |
|--------------|---------|
| €38,991      | €36,034 |
| €40,819      | €37,691 |
| €42,995      | €38,991 |
| €45,175      | €40,819 |
| €47,365      | €42,995 |
| €49,555      | €45,175 |
| €51,766      | €47,365 |
| €54,051      | €49,555 |
| €56,385      | €51,766 |
| €58,749      | €54,051 |
| €61,284      | €56,385 |
|              | €58,749 |
|              | €61,284 |
| LSI €63,391  | €63,391 |
| LSII €65,500 | €65,500 |

**ADULT EDUCATION GUIDANCE  
CO-ORDINATOR ALLOWANCES**

+1 information  
officer or

- |            |        |        |
|------------|--------|--------|
| Counsellor | €4,023 | €4,023 |
| +2-3 staff | €5,184 | €5,184 |
| +4-5 staff | €6,856 | €6,856 |
| +6-7 staff | €8,589 | €8,589 |

**YOUTHREACH QUALIFICATION  
ALLOWANCES**

Effective from  
01/10/24

- Degree/tch recognition €3,630
- Diploma €2,425
- Certificate €1,210

**SALARY SCALES FOR ACADEMIC STAFF IN  
INSTITUTES OF TECHNOLOGY/  
TECHNOLOGICAL UNIVERSITIES**

**ASSISTANT LECTURER HOURLY RATE**

Lecturers in service before 1/1/11	Lecturers who began service after 1/1/11
€78.80	€71.65

**ASSISTANT LECTURER**

Pre-1/1/11 Entrant Effective from 01/10/24	Post-1/1/11 Entrant Effective from 01/10/24
€49,646	€45,140
€51,477	€47,616
€53,391	€49,646
€54,932	€51,477
€56,507	€53,391
€58,088	€54,932
€59,679	€56,507
€61,254	€58,088
	€59,679
	€61,254

**COLLEGE TEACHER**

Effective from  
01/10/24

€46,585
€48,446
€50,315
€52,190
€54,155
€56,115
€58,092
€60,095
€62,639
€64,682
€66,729
€69,409
€72,090
€74,199
€78,925
€79,877

**LECTURER SCALE I**

€58,988
€61,794
€64,089
€66,415
€69,330
€78,089
€79,428
€81,965
€84,545
€87,130
€89,723

**LECTURER SCALE**

(also Lecturer 2 -  
appointees before  
September 1998)

Effective from  
01/10/24

€66,252
€69,303
€79,940
€82,724
€85,539
€88,367
€91,209
€94,030
€96,849
€99,682
€102,509

**LONG SERVICE INCREMENTS**

(Lecturer 2 scale only - appointees before September  
1998)

Long service increment LS1 -  
after 3 years on the maximum  
of the scale

€105,236

Long service increment LS2 -  
after 6 years on the maximum  
of the scale

€107,964

**SENIOR LECTURER I**

Effective from  
01/10/24

€90,147
€93,217
€96,274
€99,351
€102,411
€105,469
€108,543
€111,598

**SENIOR  
LECTURER II**

€93,174
€96,105
€99,029
€101,959
€104,890
€107,815
€110,741
€113,671
€116,594
€119,791

**SENIOR  
LECTURER III**

€100,243
€103,760
€107,280
€110,801
€114,320
€117,839
€121,623
€125,171
€128,931

# Larry Mullin and Michael White – an appreciation of two esteemed and dedicated Co Sligo Branch members

Co Sligo Branch members were shocked and devastated at the passing of two of our most esteemed and dedicated members in Larry Mullin and Michael White in the last few months. Both were stalwarts of our branch and during many acrimonious and protracted disputes supported and defended our members with courage and integrity.

## LARRY MULLIN

Larry, who was a native of Galway, passed away in April after a short illness and was active in Sligo/Leitrim TUI RMA right up to his untimely death. He was a consummate professional in everything he did and made a huge contribution to the TUI and to his local community. At different times he was chair, secretary and treasurer of our local branch and attended Annual Congress on a regular basis. At his passing he was chair of the local RMA branch and was at a meeting a week before he died. As a teacher of Irish and History at Ballinod Community College from 1964 to his retirement in 2004, Larry was always most helpful and generous with his time, guidance and support to staff and students alike. The support, advice and reassurance that Larry gave to his colleagues as a Branch Officer is legendary. He always made sure that teachers were treated justly, fairly and that their wellbeing and security of tenure was protected at all times. His students had total respect for him and he did much to encourage them to take an active interest in the history of their local community and the benefits of helping out and supporting those less fortunate.



Larry was never idle and was involved in numerous activities outside of his teaching. He volunteered and continued throughout his retirement to support Meals on Wheels and for twenty years he undertook night duty with Sligo Social Services night shelter scheme which catered for the homeless and the destitute. As chair of Sligo Volunteer Centre, he went to Brussels and was instrumental in Sligo being selected as the European Volunteering Capital for 2017. He also served on the board of management of St Edwards primary school and Sligo Education Centre.

Larry had a huge interest in heritage and history and he joined Sligo Field club when he came to Sligo in 1964 and he served in many roles including president, treasurer and committee member for more than 40 years. He was a great admirer of Constance Markievicz and was to the forefront in the foundation of the Countess Markievicz Millennium Committee. The committee's efforts led by Larry culminated in a memorial to the Countess's life being erected in Rathcormac village just a few miles outside of Sligo town. He also set up a school exchange with the Constance Markievicz Gymnasium (school) in Warsaw and Ballinod Community College. He was also involved in the placing of a bronze remembrance plaque in memory of the staff and patients of the former Fever Hospital in the foyer of Sligo University Hospital, the erection of a memorial plaque to 'Sligo's Noble Six' at Benbulbin Mountain who were killed on the mountain during the civil war and the erection of a plaque to veteran war of independence soldier, General Billy Pilkington on Abbey Street in Sligo town. He was involved in a number of other voluntary activities and never sought praise or recognition for the tremendous contribution he made to the community of Sligo town. Indeed, a testament to the respect and esteem that Larry was held in is best illustrated when one of our local papers, the Sligo Weekender, in a tribute to his extraordinary achievements devoted the front and second page exclusively to him in their edition in the week following his untimely death.

## MICHAEL WHITE

Michael also passed away after a short illness in July. He arrived in Sligo from his native Cork in 1980 and taught Irish at Grange Post Primary school and towards the end of his career he also worked in Corran College in Ballymote and Coláiste Iascaigh. Michael made a huge contribution to the TUI both locally and nationally. He served as Branch Chair for many years and also was on the National Executive Committee for 4 years and also spent some time on the management committee of the TUI Credit Union. During his time as a branch officer there were many major industrial disputes with our local VEC including attempted dismissal of a member followed by a public sworn enquiry lasting 7 days, strike action over unfair transfers and various other disputes that often got national headlines. During these difficult times Michael was to the forefront in defending our members rights and ensured that we all understood the necessity of staying together and supporting each other at all times despite severe provocation, intimidation and threats. Indeed, as a result of Michael's efforts when we balloted for industrial action, we invariably got 100% backing. He was a man of huge integrity and was a loyal colleague to all our members during his 44 years in Sligo. When he retired, he was active in the Sligo/Leitrim branch of the RMA and at the time of his untimely death he was treasurer of the branch.



Outside of his teaching and TUI activities he had many and varied interests. He was a passionate supporter of Cork hurling and Munster rugby. He would have really enjoyed Cork's hurling renaissance this year – perhaps not the final result. He attended most of Munster's matches in Thomond Park and also followed them around Europe and was thrilled when they won the URC trophy in south Africa in 2023.

He was an avid and brilliant table quiz participant and was sought out by numerous groups who all wanted him on their team as they knew if they had Michael, they were well on the way to winning.

Michael had a great interest in genealogy and researched his own family roots back to the fourteenth century. During his family research he was delighted to find that he was related to the famous Cork nun Kate McCarthy, who was a member of the French resistance during the second World War. She was arrested by the Gestapo in 1941 and sentenced to death. She spent the rest of the war in various concentration camps and managed to escape and hide when she was on her way to the gas chamber and after the war returned and lived in Cork. She received a number of awards from the French government acknowledging her bravery during the war.

Michael was always willing to help others in his community and assisted neighbours in various activities including working in local bogs and even helped out friends and neighbours on fishing boats – all this help and support needless to say was given free gratis.

'Two great men'

Michael and Larry are greatly missed and their contributions to the TUI and their communities will always be remembered with fondness and gratitude. We are proud that we had two great men in our branch who made an indelible impression on their colleagues, students and friends.

- Joe Carolan

# Tina Looby – an appreciation

It is with heavy hearts that the South Tipperary TUI Branch members bid farewell to Tina Looby, who peacefully departed on Sunday, 28th January, following a courageous battle with illness. Tina, predeceased by her parents, Bill and Rita, leaves behind a void that will be felt deeply by her loving partner Johnny, devoted brother Jimmy, and caring sisters Joan and Pat. She will be fondly remembered by sister-in-law Catherine, nephew Bill, nieces Elaine, Miriam, Colette, and Kate, as well as her extended family, neighbours, and the many great friends she cherished.

Tina's impact extended beyond her circle; she excelled as an art teacher in Cahir, leaving an enduring mark on her past and present students. Her joyful presence at branch meetings, where she was a regular attendee, added a unique vibrancy. Tina's contagious enthusiasm was especially felt during the TUI Annual Congress, a tradition she upheld for many years.



Known for her clear and concise communication, Tina's straightforward approach enriched discussions. Her trademark request for a 'Ladybird version' when seeking a simplified explanation became a charming part of the meetings.

In addition to her passion for education, Tina deeply loved animals, particularly her dogs and donkeys. She often spoke of the meaningful conversations she shared with her four-legged companions.

As we mourn the loss of Tina Looby, let us remember the joy, wisdom, and warmth she brought to our lives. Her legacy as an educator, a friend, and a cherished community member will endure in our hearts. May she rest in peace, surrounded by the love she so generously shared during her time with us.

# TUI honoured to attend Rohingya remembrance event



The TUI was honoured and humbled to be represented at the seventh anniversary of Rohingya Genocide Remembrance which commemorates the Rohingya victims of genocide who were killed and forced to flee their homeland under the hands of the Burmese military on August 25, 2017. The event took place in Saint Patrick's College, Carlow.

The Rohingya community who settled in Carlow in 2009 have become an integral part of the town and all that it stands for. Following an Annual Congress motion in 2018, the TUI remains steadfast in its support to these persecuted people and is proud to assist as they progress through life, through education and beyond. As the President David Waters was unable to attend, Assistant General Secretary and Carlow native Liz Farrell delivered some words on his behalf, while Aidan Kenny of TU Dublin was also in attendance ensuring that TUI support remains with the community as they continue to deal with the destruction of their homeland.

There were a number of events on the day

including a film screening of Journey of Love and the raising of the flag. Contributors included Anastasia Crickley, President of the UN Committee for the elimination of racial discrimination, local politicians, activists, supporters and the Rohingya community themselves, notably Haikal Mansor and Mohammed Rafique.

Liz Farrell read the following statement on behalf of TUI President David Waters:

"I cannot appreciate for a moment the unjust



and horrific experience you have undergone but I can assure you that your people do not stand on their own, we stand with you. Not only do we bear witness to the injustices and humanitarian crisis we also pursue matters through the trade union movement in Ireland, Europe and International seeking justice for the Rohingya.

As a trade union representing teachers and lecturers, we know the value education contributes to enhancing equality, increasing inclusion and developing diversity within society and for the social good. Since the Rohingya settlement in Carlow in 2009 you have contributed to our communities of education, our schools, Further Education Institutions, Higher Education Colleges and Universities but particularly St Patrick's College and SETU. Your community has made remarkable strides to integrate socially and within the community. You have created a home from home in Carlow, Ireland.

Congratulations on all your achievements and well done particularly to those like Rizoan Alam and Sahana Akter who have achieved so much as they progressed through the education system, one that we in the TUI are proud of.

Today is a sombre day as you reflect on your journey and remember your friends and family. As you raise your national flag, know that the TUI stands by your side, shoulder to shoulder in solidarity with you. Irish people understand the importance and symbolism of a nation's flag, we know what losing your land, language and loved ones means but for us these difficulties lay in our past, for you they are the present but let me assure you that education will pave a better future for us all."

# Remaining pay increases due under the Public Service Agreement 2024-2026

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

Details of pay increases both already paid and payable under the Agreement are set out below.

## 2024 (All 2024 increases have been paid)

- 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.

# Union seeks strong mandate in national ballot of ETB members

At the time of going to print, the TUI was balloting its members in Education and Training Boards (ETBs) to secure a mandate for industrial action over unacceptable unilateral changes that increase workload, change the established practices and depart from the terms of collective agreements.

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

A TUI News special issued to relevant workplaces ahead of the ballot. Keep an eye on the TUI website for any updates.

The key reasons for the ballot are set out below.

- Circumvention of Collective Agreements: There is growing evidence that management in some ETBs has been attempting to bypass or ignore agreed terms, nationally approved contracts and the mandatory provisions of Circular Letters e.g. the issuing of unagreed contracts, failure to implement the

S&S circular letters correctly, non-consultation with staff in relation to 'Croke Park' calendars etc.

- Introduction of unapproved titles, positions and job descriptions: New titles and roles have been introduced without referral to national industrial relations fora. This has led to confusion and disruption of agreed responsibilities and established reporting structures, undermining the clarity of roles, increasing workload and impacting operational effectiveness
- Failure to consult/engage meaningfully with the TUI: The relevant authorities in the sector, particularly ETBs and ETBI, have, with increasing frequency, failed to engage in proper consultation and negotiation with the TUI in relation to proposed reforms and work practice changes that directly or indirectly impact TUI members' workload and working conditions.
- Deterioration in Terms and

Conditions: This drift towards unilateralism, diktat and a culture of autocratic management is having a seriously adverse effect on members in the sector, including:

- reduction in promotional opportunities and, for some members, in the value of allowances,
- forced amalgamation of workplaces,
- unilateral creation of new entities with a resultant increase in workload
- erosion of collegiality in the working environment
- elimination of protections secured for TUI members in collective agreements.
- at the level of ETB management, there is a lack of familiarity and compliance with key Circular Letters, including those relating to nationally agreed contracts, working hours and patterns, the award of CIDs, the mandatory sequence for assigning new hours, supervision and substitution and various types of approved leave.

# RMA News

Instead of the regular RMA News, in this edition we pay a special tribute to our oldest member Nick Corish, who recently celebrated his 100th birthday. Read all about Nick's remarkable life on p.6! Also, see the previous page for details of upcoming increases due under the Public Service Pay Agreement 2024-2026.

## RMA MEMBERSHIP APPLICATION FORM

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

ADDRESS: \_\_\_\_\_  
(BLOCK LETTERS)

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

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

RETIRED FROM: \_\_\_\_\_  
(Name of College/School/Education Centre)

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

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

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

Please forward the completed application form to Membership Officer: **Majella O'Neill, 12 Parkview, Freshford Road, Kilkenny. R95 PN3F**

## Amendment to the Maternity Leave and Paternity Leave Schemes

Under the Civil Registration (Electronic Registration) Bill 2024, the definition of stillbirth has been updated to include a stillborn child from the 23rd week of pregnancy, it was previously the 24th week of pregnancy. The birth weight of the child has also been reduced from 500 grammes to 400 grammes. The DE has updated the relevant information notes to reflect this legislative change.

- Paragraph 2.6 of the Maternity Leave Scheme is amended as follows:  
 'In the event of a stillbirth, or miscarriage, any time after the 23rd week of pregnancy, or where the child has a birth weight of at least 400 grammes, full Maternity Leave entitlements apply.'

See information note 10/2024, downloadable from the TUI website.

- Paragraph 2.4 of the Paternity Leave Scheme is amended as follows:  
 'In the event of a stillbirth, or miscarriage, any time after the 23rd week of pregnancy, or where the child has a birth weight of at least 400 grammes, full Paternity Leave entitlements apply.'

See information note 12/2024, downloadable from the TUI website.

A notification will also be placed on the bereavement leave circular 78/2022 to reflect this legislative change.

## Department of Education launches service survey

The Department of Education is conducting research over the next three years to explore customer service quality and experiences. In each year of the research, the department will engage with school staff, education partners and stakeholder representative bodies. The department has contracted W5 Marketing Intelligence Ltd to carry out this research.

The first phase of the research is a short five-minute online survey for school staff which is open until Thursday 28 November 2024. The Department has asked the TUI to circulate the survey to members. The independent and confidential survey is available in both Irish and English and is accessible via link and QR code below.



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**Congratulations to:**  
**Vol 47 No 1 winner**

**Colm McCormick**  
**Virigina College, Co Cavan**

# Crossword

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

Only one entry per member.  
Photocopies can be submitted.

Name \_\_\_\_\_

Workplace \_\_\_\_\_

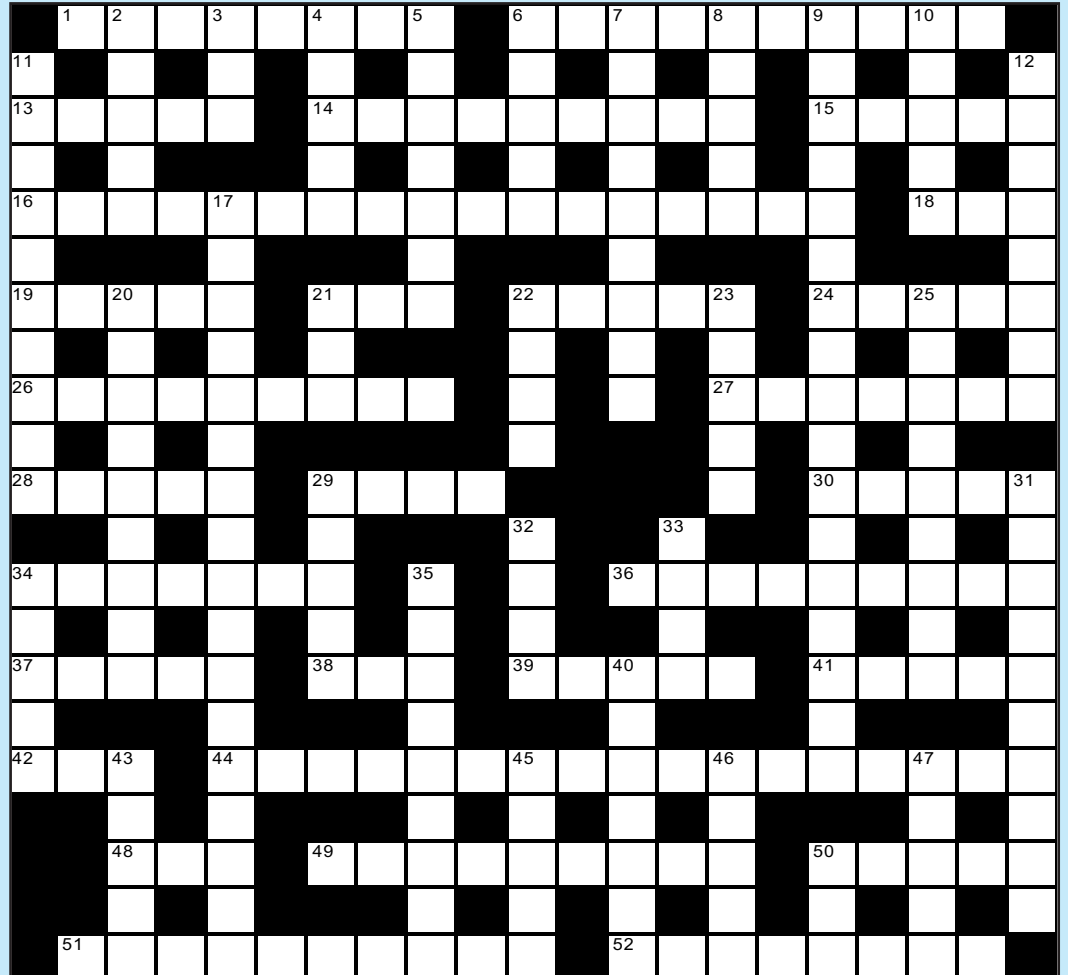
Address \_\_\_\_\_

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

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

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

Closing date for entries:  
Monday, 6th January, 2025.



**ACROSS**

- 1 An indication of satisfaction or approval (6-2)
- 6 Small soft-bodied marine crustaceans living in cast-off shells of gastropods (6,4)
- 13 William K. -----, Captain Picard's 'number one' in Star Trek: The Next Generation (5)
- 14 Not conscious of something, especially what is happening around you (9)
- 15 Molten rock in the earth's crust (5)
- 16 A large ensemble composed of wind, string, brass and percussion instruments and organized to perform classical music. (8,9)
- 18 Grassland, pasture (3)
- 19 A Muslim who has been to Mecca as a pilgrim (5)
- 21 Suggestive of a fairy in strangeness and otherworldliness (3)
- 22 Actor who appeared on Michael Jackson's single Thriller Vincent -----(5)
- 24 The 8th letter of the Greek alphabet (5)
- 26 One of the two competitions in the next to the last round of an elimination tournament (9)
- 27 Make clear and (more) comprehensible (5,2)
- 28 A plant fibre used for making rope (5)
- 29 American singer-songwriter whose album Odelay brought him acclaim (4)
- 30 Any of a variety of loose-fitting garments extending to the hips or knees (5)
- 34 Unpleasantly loud and harsh (7)
- 36 Lumps that most often appear along the tendons or joints of wrists or hands (9)

- 37 A stroke in playing a bowed instrument in which the bow is moved across the strings from the tip to the heel (2-3)
- 38 Jump lightly (3)
- 39 1990 supernatural movie starring Patrick Swayze, Demi Moore and Whoopie Goldberg (5)
- 41 Rice (usually with raw fish) wrapped in seaweed (5)
- 42 A tool with a flat blade attached at right angles to a long handle (3)
- 44 Someone who makes gardens, parks, and areas around buildings look natural and attractive (9,8)
- 48 Any of various trees of the genus Ulmus (3)
- 49 A small version of a larger image (9)
- 50 Cause annoyance in; disturb, especially by minor irritations (5)
- 51 Writing and other office materials (10)
- 52 An advocate of the principles of monarchy (8)

**DOWN**

- 2 Nonsense; a film, play, or television programme that does not show life as it really is (5)
- 3 Make imperfect (3)
- 4 Faint, especially from extreme emotion. (5)
- 5 A wooden instrument of punishment on a post with holes for the wrists and neck (7)
- 6 Violent and needless disturbance (5)
- 7 A place where a group of birds or social mammals breed, nest, or raise their young. (9)
- 8 A small graphic representation (such as a map or picture) set within a larger one (5)
- 9 Divide into discrete sections or categories (17)
- 10 A supernatural messenger from a deity (5)

- 11 Corrective consisting of a replacement for a part of the body (10)
- 12 A transparent electric lamp containing a viscous liquid in which a brightly coloured waxy substance is suspended (4,4)
- 17 Idiom used when referring to a person whose behavior is hearty, friendly, and congenial, in the affirmative sense. (4-6-4-3)
- 20 Something that is a disappointment after good expectations (4,5)
- 21 An ardent follower and admirer (3)
- 22 ---- Don't Preach - 1986 hit for Madonna (4)
- 23 Be exceptionally good or the best (5)
- 25 Containing or characterized by error (9)
- 29 Dutch painter of The Garden of Earthly Delights (1450-1516) (5)
- 31 High-energy particles or clusters of particles that move through space at nearly the speed of light. (6,4)
- 32 A unit of gauge pressure (4)
- 33 A platform raised above the surrounding level to give prominence to the person on it (4)
- 34 Not quite exact or correct (5)
- 35 Pretending to be another person (9)
- 40 A free or unenclosed space outdoors. (4-3)
- 43 To use something such as authority, power, influence, etc. in order to make something happen (5)
- 45 A church associated with a monastery or convent (5)
- 46 A mixture containing two or more metallic elements or metallic and non-metallic elements (5)
- 47 The fifth of the seven canonical hours; about 3 p.m. (5)
- 50 Be ill or unwell (3)