



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

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STRONGER TOGETHER



RECRUIT A COLLEAGUE TO
TUI MEMBERSHIP TODAY

A Word from the President - David Waters

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Dear colleagues, I would firstly like to welcome you back and hope you are well rested ahead of a new 2024/25 academic year. We face many challenges across the sectors, but nothing that a strong and united union cannot overcome.

MAYO, SLIGO, LEITRIM ETB (MSLETB)

The TUI was left with no other option but to ballot our members in MSLETB for industrial action at the end of the last academic year after a TUI member was being transferred beyond agreed limits to a new workplace. In May, the ballot of affected members for industrial action was passed by a 95% majority. Afterwards, MSLETB confirmed that they would not break the agreement and would abide by what was nationally agreed. However, once the academic year ended, MSLETB stated that they were continuing with the transfer despite what had been agreed with the TUI. The TUI is resolute on this issue and

will not allow any employer to act with such reckless abandon for people's rights and fair consultation. This cannot be allowed happen in MSLETB, or anywhere else in the country for that matter, and we stand ready to take all action, up to and including strike action, if necessary.

RECRUITMENT AND RETENTION

Unfortunately, I am writing once again about recruitment and retention. This is a plague that affects every aspect of education. After a whole year of engagement with the TUI, where we have made a range of coherent and practical suggestions as to how this crisis can be tackled, the Department has decided to decline all our recommendations and introduce only cosmetic measures. This is jeopardising the educational experience of a whole generation of students, and the Department seems intent on waiting for demographics to fix this crisis in years to come.

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SECOND LEVEL

Senior Cycle Redevelopment

The TUI has actively engaged with Senior Cycle Redevelopment and are in favour of positive reform, as long as it is meaningful, has educational benefit and is fully resourced. We cannot have a situation where one school falls behind another due to lack of access to teachers, technology or funding. New subjects and a wide range of redeveloped subjects must be available to all students. Senior Cycle Redevelopment must benefit students and teachers if it is to work. The TUI has raised these concerns and will continue to do so in the coming months. The recruitment and retention crisis does leave doubt as to whether change of this magnitude will be possible without the required staff and resources. This is a live issue that we will be reviewing on an ongoing basis.

Voluntary Secondary Schools

It is regretful in the extreme that the Teacher Conciliation Council (TCC), which is the industrial relations body for teachers, is not delivering solutions to the issues raised on behalf of teachers. It continues to flounder and prove itself yet again not capable of delivery. The TUI has broad agreement on S&S rostering and the Croke Park 10 hours. Yet the TCC has not sought to implement either. A single management body should not have the ability to inhibit or delay all the members of the TCC. The next convening of the TCC is going to be very important as our issues, which are many and varied, need to be resolved. Hopefully we will see a published outcome very shortly.

FURTHER EDUCATION

Further Education College of the Future

The TUI will be seeking a forum with both Departments to finally establish a coherent message around the FE College of the Future. In the information vacuum, different visions are taking a foothold around the country. This cannot be allowed and if the FE College of the Future is to succeed, it first must be established what it is, and secondly, through

extensive engagement with the TUI decide how it is going to work without negatively impacting on terms and conditions.

Adult Education

Currently the Adult Educator offers are being collated by ETBs. It is down to the individual to choose whether to convert based on their own personal circumstances, so it is important to contact your branch and get all the information needed. There is currently an implementation process, involving the TUI, which will address any potential anomalies that present themselves during the implementation phase.

Youthreach

The TUI is engaging with the Department through the WRC on how to proceed through the next phase of discussions on aligning Youthreach to the second level calendar. At our last meeting, management seemed open to the creation of a process and will report back to the TUI when we next reconvene.

THIRD LEVEL

WRC

At our last meeting with DFHERIS in the WRC, a new set of terms of reference have been agreed, subject to formal ratification. The NNF and IOTIR forums will now merge, and a new Technological Higher Education IR Forum for Academic Grades will be created starting in September. All sides are committed to making this a workable forum and to process claims expeditiously. The WRC process is ongoing, and we will meet again with DFHERIS in the coming months.

MAKE THE MOST OF YOUR TUI MEMBERSHIP

Inside this issue of TUI News, you will find details of the MyHealthCheck programme that will be rolled out for members of the Union's Income Continuance Plan. We urge all eligible members to sign up for this free, comprehensive and vitally important health check.



TUI PRESIDENT, DAVID WATERS

Details of the Union's training programme for 2024/25 are also set out. Training across a range of areas takes place over Zoom and members can sign up for as many or as few sessions as they want. Separately, some members may be interested in our pre-retirement seminars.

In addition, we are also teaming up with ITAS Accounting to provide bespoke, discounted income tax advice to those who require it. Again, full details are included inside.

STRONGER TOGETHER

As the cover of this magazine states, we are stronger together. Recruit a colleague to TUI membership today. Application forms are included in this edition but can also be completed online. New members will have their first year's subscription refunded.

To conclude, the start of a new academic year is always a remarkably busy time for teachers and lecturers and I wish you every success for the coming year.

DEPARTMENT'S INACTION ON TEACHER RECRUITMENT AND RETENTION CRISIS 'RECKLESS AND DEEPLY CONCERNING'

Across a range of media outlets in August, the TUI highlighted the Government's inaction on the teacher recruitment and retention crisis, warning that it would restrict subject options and could also threaten planned Senior Cycle redevelopment.

TUI General Secretary Michael Gillespie said that it is 'completely unacceptable' that the Department seems to be trying to 'ride out' the ongoing crisis until student numbers fall at second level due to demographics.

The union again called on the Department of Education to introduce five key measures to tackle teacher shortages in our second level schools, criticising the 'reckless and deeply concerning policy' that is denying a generation of students the full educational experience that they're entitled to.

While the accommodation emergency applies to all of society and must be tackled on a national level, there are some effective separate measures that TUI believes would largely eliminate the recruitment and retention crisis in schools.

TUI IN THE MEDIA

TUI representatives were interviewed on these issues in August by a variety of media outlets including RTE, Newstalk, Today FM, Raidió na Gaeilachta, the Irish Times, the Irish Examiner, the Sunday Times and a wide variety of regional radio stations. TUI President David Waters also wrote an opinion editorial for thejournal.ie which outlined the measures that are required to properly tackle the crisis.

What needs to be done to tackle crisis?

- Increasing teaching allocations to schools to allow more full-time, permanent jobs from initial appointment. Only 35% of those recently appointed received a contract of full hours upon initial appointment, with just 12% offered a permanent position on appointment.
- Boosting retention by restoring career structures cut during last recession – particularly posts of responsibility. These ensure the smooth running of schools and also provide a critical pastoral framework to students. The loss of these positions has been keenly felt in school communities.
- Halving the duration of two-year Professional Master of Education (PME) required to become a second level teacher would make the profession significantly more accessible to all but particularly to those who cannot afford to pursue the profession.
- Eliminating the red tape that hinders Irish teachers working overseas in returning to take up positions in Ireland, including awarding full incremental credit for their service abroad.
- Tackling the ever-increasing workload, particularly that of a bureaucratic nature, that continues to be a demoralising factor, and one that sees many leave the profession.

Senior Cycle redevelopment cannot be done 'on the cheap'

In a statement over the summer months, the TUI warned that Senior Cycle redevelopment cannot be done 'on the cheap' and that any effort to do so would be doomed to failure.

The Union continues to engage as a key stakeholder in the redevelopment process but has consistently said that its acceptance and implementation of Senior Cycle redevelopment is contingent on the appropriate resourcing being provided.

Specifically, the Union is calling for:

- the appropriate subject-specific facilities/equipment across the breadth of subjects, for all schools and students, irrespective of school postcode
- the provision of significantly enhanced professional time for teachers
- smaller class sizes to ensure that every student has the

opportunity to reach their full potential in an inclusive environment and

- relevant, high-quality, context-sensitive and timely professional development.

The second level system must be properly resourced to ensure that Additional Assessment Components (AACs), which complement but are separate to the traditional written exam, can successfully assess forms of learning, competences and skills other than those addressed in the terminal examination.

'Appropriate and generous resourcing is essential for successful redevelopment at Senior Cycle,' TUI President David Waters said. 'Adequate funding must be provided for all schools, big or small, urban or rural. Equality and equity are paramount. There is too much at stake for this not to be done properly.'

TUI and ASTI members indicate strong appetite for unity

In a national survey carried out in April, members of both the TUI and the ASTI have stated that they are in favour of unity in principle, and that amalgamation talks should continue.

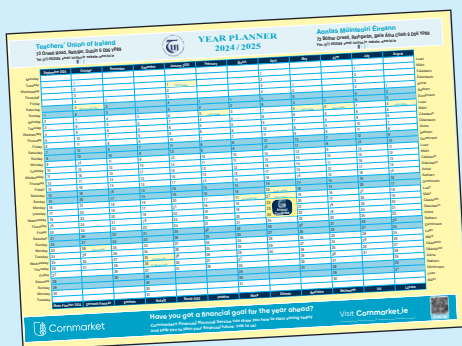
81.7% of TUI respondents and 85.4% of ASTI respondents said that they were in favour of the formation of a single education union representing post primary, further, and higher education.

82.9% of TUI respondents and 86.7% of

ASTI respondents said they supported continuing the work towards amalgamation.

The results of this survey are a clear indication of sentiment on the broad issue of unity and indicate a desire for one union with one coherent voice. The next stage of the process will require extensive discussions, and both unions will now comprehensively engage with each other to see if and how this can become a reality.

Both memberships, and staff working in each union, will be consulted with throughout this next phase. Any final proposals will be decided upon by ballot of memberships of both unions. It is impossible to predict when said proposals will be ready, but the leaderships of both unions are committed to working together in good faith, with the aim of conducting a ballot as soon as is appropriate.



The 2024/25 TUI diary/handbook and wallplanner have been distributed to all workplaces



TUI Assistance Fund

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

The purpose of the fund is to assist members who, through no fault of their own, find themselves experiencing serious financial issues. € 1.50 of each member's annual subscription and € 1.00 of each member of the RMA's annual subscription is allocated to the Assistance Fund and Branches which report a surplus in their Annual Return may donate to the fund.

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

Standardised School Year 2024/25*

October 2024 mid-term break

All schools will close from Monday 28th October 2024 to 1st November 2024 inclusive.

Christmas 2024

All schools will close on Friday 20th December 2024, which will be the final day of the school term. All schools will re-open on Monday 6th January 2025.

February 2025 mid-term break

Post-primary schools will close from Monday 17th February 2025 to Friday 21st February 2025 inclusive.

Easter 2025

All schools will close on Friday 11th April 2025 which will be the final day of the school term. All schools will re-open on Monday 28th April 2025.

*See Circular Letter 72/2022 for full details. This can be downloaded from the TUI website.

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.

The agreement provides the following pay increases:

2024

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

2025

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

2026

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

*Annualised basic salary includes allowances in the nature of pay

**What is local bargaining?

Under Section 4.2.1. of the proposed agreement, trade unions "may negotiate additional changes in rates of pay and/or conditions of employment up to a maximum of 3% of the basic pay cost, inclusive of allowances in the nature of pay, of the particular grade, group or category of employee or bargaining unit. This may include proposals involving changes in structures, work practices or other conditions of service."

Detailed arrangements for local bargaining units will be agreed by the parties by 30th June 2024 and local negotiations within sectors concerning proposals will take place between July 2024 and June 2025.



IRELAND'S FIRST TRADE UNION WEEK A GREAT SUCCESS



The TUI was proud to be part of Ireland's first Trade Union Week, which took place between 29th April and 6th May. The week marked the culmination of the ICTU's Better In A Trade Union campaign, which was launched to promote the values and benefits of trade union membership.

Trade union representatives from the various sectors, including TUI Executive Committee member Anthony Dowling, featured in a significant advertising and social media campaign ahead of the week.

As part of the event, TUI members were encouraged to recruit colleagues to membership and to celebrate the week with social gatherings, events and, of course, confectionery!

TUI President David Waters described the Better In A Trade Union campaign as 'critically important' for the movement. 'The more members trade unions have in their relevant sectors, the stronger they are for all workers,' he said.

'However, while the Better In A Trade Union

PLAY YOUR PART

Encourage a colleague to join TUI today – members can join online and application forms are featured in this magazine! New members in their first teaching/lecturing post shall receive a refund of the subscription they pay in respect of their first twelve consecutive months of Union membership. The refund shall be made by way of a single payment in the month of December immediately following that first twelve-month period of membership.

campaign was a great success, we can't rest on our laurels. This simply can't be a standalone event. On an ongoing basis, we must consistently do everything in our power to boost membership across the movement and highlight the huge value of involvement to non-members.'

'As trade union activists, we have a duty to ensure that younger generations are made aware of the benefits, protections and securities that trade union membership brings, and how it enhances working lives. We have to be relevant to young workers.'

In a RED C omnibus poll, 44% of 18-34-year-olds in employment stated they would be interested in joining a union. Their leading reasons for doing so were that trade unions:

- Provide employment protection in the workplace, and
- Negotiate better pay and conditions.



Executive Committee members marking the event at TUI Head Office



Cake featuring Matthew and Sarah in Kishoge Community College

TUI member Niamh McSwiney, ASTI member Maria Markey-Greene (both union reps at Rosmini Community School) with then INTO President Carmel Browne, TUI President David Waters, then ASTI President Geraldine O' Brien and INTO member Ciara Leddy

New to teaching or lecturing?

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

Anthony Dowling

TUI Executive Committee

Area 6 representative

Collinstown Park Community

College, Clondalkin, Dublin 22

When I started teaching, an experienced colleague in the staffroom told me, "Protect yourself and join a union." At the time, I had no idea what a union was or why I should be a member, but I'm grateful for that advice.

Over the years as a TUI member, I've attended meetings, become a branch officer, and eventually an Area Representative. Through these roles, I've learned the true value of union membership. Teachers often find themselves in challenging situations, whether with management, students, or parents. While many issues are resolved quickly, some require the support and expertise that only a union can provide. It's easy to think that a serious situation won't happen to you, but over a teaching career, everyone encounters issues that need resolving.

Being part of a union also allows you to shape its direction and influence decisions on local and national education issues. For example, TUI was instrumental in the reversal of the proposed sitting of Paper 1 of the English Leaving Cert in 5th Year.

When I started teaching in 2012, I could have been subjected to the unfair two-tier pay system for my career whilst losing hundreds of thousands of euro. However, over the next ten years, TUI fought successfully to eliminate this inequality. This victory wouldn't have been possible without the union. As future challenges arise, I know I want the backing of our union.

So to all new and non-union teachers, my advice is simple: "Protect yourself and join a union."



Olive O'Connell

TUI Executive Committee Area 13 representative

Stepaside Educate Together Secondary School, Leopardstown, Dublin 18

Starting your career as a teacher is an exciting and a daunting prospect. Our first school shapes our values and beliefs about education. Try to take the time to really look at the school you are teaching in and question what happens around you: the relationships, the policies, the work, the unspoken assumptions.

Know that relationships are the bedrock of every school. Time spent talking to students and colleagues is what will reward you as a teacher. Understand that every student has a hope and a dream, and you are privileged to be a part of that. Be aware of the difference between being friendly and being friends with

a student and avoid the latter.

Maintain a balance between work and life. Planning for class can be endless. Don't reinvent the wheel: colleagues have already taught the content, ask them for resources, share yours, join your subject association, use what you can find online as a starting point. Make sure you set aside time to switch off. Put it in your teacher diary to make sure it happens! Take your lunch and breaktimes.

Use your Droichead mentor. They are there to support you and help you navigate the idiosyncrasies of your school.



Join a union. It is great source of support and knowledge and provides valuable insight into the education landscape and how things work in other schools.

Allow yourself to feel excited but also overwhelmed and lost. This is normal, even for those of us who have been teaching many years. Most importantly: enjoy yourself.

Mary Flanagan

TUI Executive Committee Area 5 representative

College of Further Education and Training, Ennis Campus

Welcome to your full time or part time role in Further Education and Training (FET)!

Onboarding as a new FET member may feel overwhelming initially but be persistent and you will learn the various acronyms that are used, how to claim your pay online, how to record attendance online, take part in online training, and most importantly find out who is your line manager. Ask plenty of questions as this is how we all learned, staff within FET are very helpful and supportive.

Joining TUI is one of the best moves you can make. TUI supports each member with up-to-date information on contracts, salary improvements and fight for better/improved terms and conditions of employment. TUI News magazine provides members with balanced and fair views on government agreements, current educational trends, and keeps you informed of TUI Credit Union offers, how to access free financial advice, and income continuance cover. TUI carries out research from the membership on issues e.g. teacher shortages, housing, poor contracts, etc.

There are huge opportunities for you to grow within the FET sector, make the most of opportunities to attend free courses, Erasmus overseas learning, and take part in local committees e.g. mental health, health and safety, etc. Staff in FET are like yourself, we want to help others to get started or restarted on their learning journey. You will see people become transformed as they grow in confidence, being brave and giving things a go. It can be a joy to work in FET once you are organised and keep yourself up to date with how to deliver QQI courses and know what is expected from you. Go forth in FET!



Michael Carr

TUI Executive Committee Area 16 representative

Bolton St, TU Dublin

Congratulations on your appointment! It is a privilege to work with young people and as a recently retired colleague said to me, "it keeps you young going in to work with young people every day".

I have several pieces of advice for anyone starting out on a lecturing/teaching career.

Firstly, if you haven't done so already, join the TUI. Go to union meetings and events – this is a great way to know what is going on and to meet people outside of your own school/department. Plus, if you ever need your union's help and support, you already know exactly who to talk to.

Never eat your lunch at your desk, as it is really important to get to know other staff members; the advice and information that they share with you will make your job much easier and make you much better at your job. In my own early career, I was helped greatly by the advice and experience of more senior and experienced colleagues.

In the first few years, it can be overwhelming trying to get all of your notes together and to be properly prepared for your classes. This does get easier, but try to remember whilst it is important to have proper notes/slides/quizzes/resources etc, the most important thing is getting to know your students.

Look into the extracurriculars offered where you work and consider whether you could volunteer for one, whether it be a sports team or a creative activity. If your speciality is not currently on offer, this might even be a chance for you to set up a new club. It can be very rewarding and it is a great way to get to know the students.

Finally, don't just join the TUI – get actively involved. You will get to work with the best of people and be in a position to help others in your workplace when they need advice/support.





MyHealthCheck

HELPING YOU GET AHEAD OF YOUR HEALTH

A PROACTIVE APPROACH TO YOUR HEALTH

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

The Teachers' Union of Ireland would like to change that this year. This September, together with Cornmarket, the TUI is inviting all members of the TUI Income Continuance Plan to book an appointment for MyHealthCheck, a health screening programme designed to help you get ahead of your health. The programme will run across 28 locations and over 7,200 members will be invited to book an assessment.



Full Health Medical, the team who managed the Pink and Blue Power programme with Cornmarket in 2022, are managing the MyHealthCheck clinics around Ireland. Today, Dr. Ann Shortt will share why this proactive approach to healthcare is beneficial and what members can gain in life from making the most of their results.

Dr. Ann Shortt, the co-founder of Full Health Medical, has a fellowship in Emergency Medicine from the Royal College of Emergency Medicine and is a member of the Royal College of General Practitioners. She is a strong advocate for preventative medicine and the absolute necessity of preventing illness before it happens.

"Health is the crown on the well person's head that only the ill person can see."

Robin Sharma

"Teaching is a vital profession. A teacher contributes enormously to their community, and the lives of the young people who live in it. Unfortunately, it can also be stressful and can take a toll on your own health.

I work in the Emergency Department. Every day, I see people in the immediate aftermath of a stroke or heart attack who wish so much that they could go back several years to where their illness began and do something differently. For a lot of people reading this, that wishful time is exactly the age they are now. It may be as small a change as taking a tablet for blood pressure or quitting sugar for those who are borderline diabetic.

Sometimes, it is only when serious illness comes to our door that we realise the value of preventative medicine programmes. This is something the TUI have recognised and it's why they are making this programme accessible to their members."

Dr. Ann Shortt, co-founder of Full Health Medical

What you need to know before your assessment

The programme offers you a practical opportunity to prioritise your wellbeing and includes:

1. A Streamlined and Comprehensive Assessment:

Members will be guided through the entire MyHealthCheck process with ease. Your assessment takes 20 minutes and will be completed by a nurse or medical technician. It includes:

- an extensive range of blood tests,
- questionnaire, **and**
- measurements.

2. A Clear and Accessible Report:

The MyHealthCheck report highlights key findings, potential risks, and actionable recommendations, empowering members to make informed decisions about their wellbeing.

3. Trust and Data Security:

The programme is run entirely independently of the TUI and Cornmarket to ensure your individual medical data is only available and accessible to you and the medical professionals running the programme. Your data will be stored on Full Health Medical (or contracted third party) secure servers.





What previous MyHealthCheck participants said after their assessment...*

95% have gained a good understanding of their overall health

96% felt the insights received would help improve their health

97% recommend MyHealthCheck to a friend

We hope that you can seize this invaluable opportunity to prioritise your own health and wellbeing.

"As General Secretary, I am continuously exploring ways of ensuring our membership are proactive with their health and wellbeing.

That's why we're delighted that in partnership with Cornmarket, we are launching MyHealthCheck for TUI Income Continuation Plan members. In September, Cornmarket will send all 7,200 Plan members on an invitation to the MyHealthCheck programme.

Members who book in will gain invaluable insights and information on their personal health. As they say, our health is our wealth and peace of mind comes from knowing your current health status.

I would urge all TUI Income Continuation Plan members to avail of this fantastic health assessment initiative and take control of your health today with MyHealthCheck."

Michael Gillespie, General Secretary of the TUI

How to book:

In September your invitation will be sent to you by post. This will include a unique invitation code and a link to the MyHealthCheck booking system. Once there, you will be asked to enter your invitation code, create an account, and book an appointment at a location that suits you best.

Spaces are limited, must be booked in advance, and operate on a first-come first-served basis.

For more information, visit [Cornmarket.ie/myhealthcheck](https://www.cornmarket.ie/myhealthcheck), or scan the QR code



Scan me



POWERED BY
**FULLHEALTH
MEDICAL**

*Source: Cornmarket, January 2024, based on 348 MyHealthCheck survey respondents.
This programme is brought to members by the TUI and Cornmarket on behalf of the Plan underwriter and is not a regulated financial product.
The booking website and health assessments are managed by Full Health Medical.
Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland.
The TUI Income Continuation Plan is underwritten by New Ireland Assurance Company plc.
New Ireland Assurance Company plc is regulated by the Central Bank of Ireland. A member of Bank of Ireland Group.

New Vice President and new members on TUI'S Executive Committee

With effect from 1st July 2024, there are three new members on the TUI Executive Committee. In addition, Anthony Quinn (formerly Area No 3 rep) is now Vice President. Best wishes to all in their new roles.



ANTHONY QUINN

VICE PRESIDENT

Inver College,
Carrickmacross, Co. Monaghan.



TOMÁS MCMAHON

**AREA 3 -
CAVAN, MONAGHAN, LOUTH, MEATH**

Inver College, Carrickmacross,
Co. Monaghan.



MARY FLANAGAN

**AREA 5 -
TIPP NR, CLARE,
LIMERICK CITY**

College of FET, Ennis, Co Clare



LES BEGLEY

**AREA 7 -
KERRY, CO LIMERICK**

Pathways Killorglin, The Lodge,
Market St, Killorglin, Co Kerry



Gratitude is extended to all departing members for their hard work on behalf of the membership. Pictured at the June Executive Committee meeting are outgoing Vice President Vivienne Keenan and outgoing Area Representatives Shane Curtin and Noel Cronin. Also pictured are incoming Vice President Anthony Quinn, President David Waters and General Secretary Michael Gillespie.

Update on Adult Educator Offer

Throughout the summer months of 2024 the TUI continued to engage with the Departments of Education (DoE) and Further and Higher Education, Research, Innovation and Science (DFHERIS) and Education and Training Boards Ireland (ETBI). A number of important updates and/or clarifications follow:

TIMELINE

In late May 2024 FÓRSA notified relevant parties of an instruction not to co-operate with the Adult Educator offer process. The issues of concern to FÓRSA were resolved and from the 24th June the direction was withdrawn. Nonetheless, there were consequential delays in a few ETBs. It was agreed with ETBI and the Departments that any extension of the deadlines set out in the Information Note (ESR ETB 0001/2024) would be by agreement between the TUI (Head Office) and an ETB locally. A few ETBs have now agreed extensions and new timelines with the relevant TUI Official.

PENSION ISSUES

An issue about the calculation of pension arose for those that which to avail of the remain-as-is choice. It was noted that without a change to the status-quo for this cohort the calculation of pension entitlements would remain calculated based on 35 delivery hours per week. Management, however, noted that the weekly maximum delivery could not extend to this quantum as the complimentary associated work would exceed the provisions of the Organisation of Working Time Act. Nonetheless, the introduction of a cap on the number of weekly hours for a tutor

remaining-as-is, without a recalculation of the whole-time equivalent salary used for pension calculations, would then provide for a permanently part-time arrangement vis-à-vis pension contributions. The TUI has advised management that a realistic calculation of a whole-time equivalent salary for the purposes of pension calculations is needed. In circumstances where this may have been an influencing factor for some members choosing to remain-as-is, the TUI will require management to provide such members with an opportunity to avail of the offer.

ASSOCIATED WORK

Members are reminded of the provisions of the Information Note as they relate to associated work. The Information Note states that "it is not proposed to timetable non-contact/administration time." Unfortunately, some ETBs advised otherwise locally, suggesting that hours would be timetabled or that members would have to be in attendance in the workplace for the entirety of the 35 hours. Clarifications have issued to ETBs, as needed. Please also note that, in addition to the fact that these hours are not for timetabling, the Information Note from the Department is also understood to encompass time and attendance systems. While the hours themselves may have a schedule for delivery/completion, or even a calendar of events which may require some attendance at specific events, such hours may not be timetabled and there is no all-encompassing attendance requirement.

Furthermore, the associated work may not

include general administration duties which are proper to other grades. The associated work, for absolute clarity, has been identified by management as the areas in the information note as they relate to the work appropriate and required in order for the Adult Educators to both deliver their courses to an appropriate standard and to support the learner in their journey.

TEMPLATE CONTRACT

There is a new national contract template in the last stages of being finalised to be used for all staff other than Teachers, SNAs or any other staff covered by an existing circular letter in respect of a contract template. The template reflects legislative requirements and will be the contract template for Adult Educator and for new contracts going forward for other categories of staff. The contract template has been circulated to ETBs for use for the Adult Educator contract and is not open to being varied by individual ETBs. The contract will record the delivery hours (i.e. 20 hours maximum) and the associated work required. As above, the associated hours may not be timetabled; a schedule for delivery/completion, or even a calendar of events which may require attendance is to be agreed with the line manager.

The Union continues to engage with the relevant management parties to ensure the appropriate and timely implementation of the offer and will continue to update members at branch meetings and via branch email structures when appropriate.

TUI's Global Development Fund – applications open for 2024

The TUI's Global Development Fund was established with the distinct purpose of assisting educational, developmental and trade union projects in underdeveloped countries as approved by the Executive Committee. At Annual Congress 1999, a motion was passed whereby €0.95 of each full member's subscription is allocated to the fund.

A range of varied projects in Nepal, Palestine, Tanzania, Kenya, Zimbabwe, Uganda, Cambodia, Sierra Leone and South Africa benefited under last year's provision.

Applications for donations from the TUI's Global Development Fund are considered once a year at the November or December meeting of the Finance Sub-Committee and notification regarding

successful applications will be posted shortly afterwards.

If you wish to apply for funding for a project you are involved in or support, please provide details of the project to Patricia Keating, Administrative Officer at pkeating@tui.ie.

Due to the large number of applications received, a member may submit only one application. Applications must be submitted by 5.00 p.m. on Wednesday 30th October 2024.



A reminder of some key TUI directives

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

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

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

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

Please note that the list below is not exhaustive.

CLASS CONTACT DIRECTIVE

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

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

Class Contact Directive for teachers with an Involvement in Junior Cycle

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

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

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

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

Teachers who hold the post of Programme Co-ordinator must work their weekly timetabled class contact hours up to but not

in excess of the number appropriate to their posts as set in the relevant Department of Education Circulars, minus the 40 minutes per week of Professional Time related to Junior Cycle.

Class Contact Directive for teachers without an Involvement in Junior Cycle

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

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

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

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

CLASS SIZE DIRECTIVE

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

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

2. General Subject Classes not covered by the above

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

POSTS OF RESPONSIBILITY DIRECTIVE

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

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

- The post/roles/responsibilities/unmet needs should only be carried out by the appointment of a teacher to a PORs in accordance with the normal appointment procedure and the approved allocation of POR to the school as per CL 003/2018
- A teacher who is not in receipt of the appropriate POR allowance in accordance with normal procedure as per 003/2018 and who is not afforded the time remission appropriate to the post should not carry out the roles and responsibilities as per the

schedule of posts nor the unmet needs of the school as published.

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

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

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

PEER EVALUATION DIRECTIVE

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

HEATING IN SCHOOLS

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

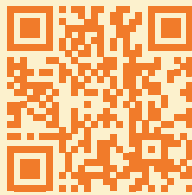
In the determination of a maximum temperature, consideration must be given to solar gain and humidity but in general terms when the shade temperature exceeds 26°C members should proceed on the lines similar to that for the minimum temperatures



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***3%** return on fixed-term deposits.

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Why join the TUI Credit Union?

- **Exclusive Member Benefits:** Access competitive saving and loan rates, bespoke financial advice, and now a full-service Current Account with a Mastercard Debit card.
- **Robust Returns:** Earn up to *3% interest with our new fixed-term Deposit Accounts.
- **Trusted by Educators:** Committed to the financial well-being of Ireland's educators and their families.
- **Personal Service:** Experience dedicated, one-on-one support that puts your financial needs first.

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01-4266060 | info@tuicu.ie
www.tuicu.ie

APPLICATIONS FOR THE 2024 SCHOLARSHIP AWARD ARE NOW OPEN

TUI Credit Union hold an annual Scholarship competition. This year we are giving away a total of €10,000 to five lucky students! That's €2,000 for each lucky winner! Closing date the 30th of September 2024.



Are you interested in our Scholarship Award?

Please complete the application form using the provided QR code. Applicants must have an active TUI Credit Union Account, and there are two different categories available for application.

Category 1. Members undertaking Undergraduate & Postgraduate course. 4 Bursaries of €2,000

Category 2. Student Teachers. 1 Bursary of €2,000. Full-Time student teacher members, undertaking PME Post Primary qualification in a recognised University or education institute.

MEMBERS MONTHLY DRAW WINNERS

Get ready to celebrate as we announce the 8 lucky winners of our July 2024 monthly members draw! This time, we're excited to share a grand total of €8,000 among our winners.

For just €5, you could be our next fortunate recipient, eagerly awaiting our call with fantastic news. To be in with a chance of winning complete the Monthly Members Draw Application, use this QR code.



Congratulations to all the winners!

MONTHLY MEMBERS DRAW

WINNERS

JULY 2024

1st - €3,000	Diarmaid O'Keeffe - Co. Waterford
2nd - €1,500	Kevin O'Meara - Dublin 14
3rd - €1,000	Joseph Dollard - Co. Laois
4th - €500	Carol Caffrey - Dublin 5
5th - €500	Joseph McCormack - Co. Tipperary
6th - €500	Denise Clohessy - Dublin 14
7th - €500	Aoife Hyland Conlan - Co. Laois
8th - €500	Dolores Daly - Co. Dublin

Total Amount Won €8,000

TUI Credit Union, No. 8, The Exchange, Calmount Park, Ballymount, Dublin 12, D12 W354

01-4266060 | info@tuicu.ie | www.tuicu.ie

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Skills will again be in the spotlight this September



TOP ROW: PROFESSOR JAMES CURTIN, TU DUBLIN; JOHN CASSIDY, AREA TRAINING MANAGER WWETB; NICHOLA LONG, ASSISTANT MANAGER, WWETB; MINISTER FOR FURTHER AND HIGHER EDUCATION, RESEARCH, INNOVATION AND SCIENCE, PATRICK O'DONOVAN; JOE COLLINS, FET DIRECTOR ETB; TADGH CROWLEY, PRESIDENT OF THE INSTITUTE OF GUIDANCE COUNSELLORS; DAVID WATERS, PRESIDENT OF THE TUI; DONAL KEYS, JOINT CHAIR OF WORLDSKILLS IRELAND NATIONAL COMPETITIONS.
SECOND ROW: WORLDSKILLS IRELAND COMPETITORS, CIARA O'SULLIVAN AND SEAN M'CLOUGHLIN

The TUI was once again delighted to be in attendance at the launch of WorldSkills Ireland which takes place this year from September 25th – 27th in Dublin. The Minister for Further and Higher Education, Research, Innovation and Science Patrick O'Donovan TD launched the event and spoke of the opportunities it affords young people to engage and explore the disciplines and career paths available to them.

The Minister spoke highly of the competition, the competitors, the sponsors and all actively involved. TUI President David Waters reiterated the commitment of the TUI to the area and commended our lecturers at third level and those involved within the ETB sector for creating a positive message about apprenticeships and highlighting the significant benefits for the students on embarking on such a career.

This year's free-to-attend WorldSkills Ireland event will be running concurrently with The Irish Times Higher Options

event at RDS, Simmonscourt, Dublin, attracting second-level and further education students from across the country. It showcases not just the talent of our brilliant apprentices but also the supports available to nurture and develop these skills.

Chair of WorldSkills Ireland Ray English said: "We are delighted again to present to 30,000 students and visitors the chance to see the full range of career and educational opportunities at Ireland's largest skills show."

"Employers will get the chance to attract career seekers to their sectors across ICT, Social and Personal Services, Manufacturing and Construction, Transport and Logistics, whilst all education and training providers are showcasing the many and varied routes through education to a lifelong career."

WorldSkills Ireland educates students, teachers, guidance counsellors and especially parents and guardians about the variety of opportunities available to

young people in Ireland. This year's event will showcase the ever-growing range of skills careers and apprenticeships in Ireland and inspire today's youth to investigate the multiple career pathways available.

Those who register for WorldSkills Ireland 2024 will get the chance to test careers with employer based "Try A Skill" interactive tasks, experience career and education spotlight talks, engage with employers in recruitment, and see regional opportunities available from the 16 Education and Training Boards, Technological Universities, Universities, and Apprenticeship Consortium Employers.

We look forward to what will be a true showcase of skills and innovation.

For further information on WorldSkills Ireland, please see www.worldskillsireland.ie or follow WorldSkills Ireland on social media.

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Welcome to the profession, welcome to TUI!

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

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

The Teachers' Union of Ireland

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

As a member of the TUI, you will become part of a community of more than 20,500 professional educators. You will enjoy the assistance, support and solidarity of your colleagues in the TUI. You will also have the opportunity, as an active member of the Union, directly to influence Union policy and, through the TUI, to influence national educational policy. We want you to join the TUI not simply to be a member but to be an active member, to have your say, to be heard and to shape both your Union and your workplace.

TUI - A Democratic Union

The TUI is a trade union for teachers and lecturers, dedicated to the care of members and the development of the education profession. The TUI is organised into 59 branches. On joining the TUI you will become a member of your local branch. There are separate branches to represent members employed in Education and Training Boards, Technological Universities, Institutes of Technology, Community and Comprehensive and other Post-Primary schools.

As a member you can express your views at workplace, branch and national levels, as appropriate. Please attend your workplace and branch meetings, post on the Union's Facebook page, use the TUI app, email or phone your representatives. Be heard.

Workplace Representatives

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

Branches

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

Branch Meetings

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

Area Representatives and Executive Committee

The branches of the Union are organised into 19 Areas and members of the branches in each area elect a representative to sit on the TUI's Executive Committee. The Executive Committee manages the affairs of the Union

between meetings of Congress. The Executive Committee is chaired by the President, who is elected through a ballot of the entire membership of the TUI. The Vice-President is similarly elected by the entire membership. The immediate Past President is also a member of the Executive Committee.

Officials

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

Annual Congress

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

Affiliations

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

I have other questions, whom should I contact?

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

How do I contact TUI?

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

The TUI App

An app for members is available to download from iOS and Android stores using the search word 'TUI members: The App enables members to update their details and to access important documents and communications.

Contact details

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

- Phone: 01 492 2588
- Email: tui@tui.ie
- Website: www.tui.ie
- Facebook: Teachers' Union of Ireland
- X/Twitter: @TUIunion

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

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

Important! Make sure to retain these documents

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

- Advertisements for any/all jobs in which you have been employed
- Letter of Offer/Appointment
- Contract(s) and Cover Letter(s) for all jobs in which you have been employed
- All Payslips
- Your Annual Timetables
- All Teaching Council Records/Documentation
- Attendance certificates for all CPD, including Teaching Council Induction
- P45



Guide to Teaching

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

Registration with the Teaching Council

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

Who exactly is my employer?

If you work in an ETB

- your employer is an Education and Training Board (ETB)
- your appointment is to the "scheme" which means that you may be assigned to any Vocational School or Community College within the particular ETB and may, in subsequent years, be transferred within the scheme (subject to the terms of the particular transfer agreement that is in place at the time)

TUI Guide for New Teachers

- you are paid through the ETB

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

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

Your Contract

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

Your contract should:

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

You should ensure you receive clear written information on the terms and conditions of your job, either in the

form of a letter of appointment, a written contract, or a written statement. Under statute, you are entitled to this information and it is important that you have it so that you fully understand the nature of your employment.

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

Permanent Whole-Time

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

Fixed-Term

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

Contract of Indefinite Duration (CID)

As a result of the TUI's campaign to secure permanency for members sooner than the law provides, a key concession was secured for teachers, whereby the qualifying period for a Contract of Indefinite Duration (CID) was reduced from four years to two years, from the start of the school year 2015/16. This means a teacher will qualify for a Contract of Indefinite Duration (CID) after a period of continuous employment in excess of two years - i.e. upon commencement of a third year of continuous employment, subject to certain conditions. This is significantly better than the statutory provision (under fixed-term worker legislation, the qualifying period is four years).

A CID is a permanent contract. It may be full-time/whole-time i.e. 22 hours or it may be part-time i.e. for fewer than 22 hours. If a teacher is teaching 16 hours fixed-term in the 'qualifying year' i.e. year 2, then s/he will receive a CID for 16 hours in year 3.

Entitlement to a CID

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

The TUI prioritised this issue and campaigned vigorously to highlight the casualisation of the teaching profession with the aim of ensuring that permanent and whole-time jobs become available to new teachers to protect both the viability and the professionalism of the career.

As a direct result of TUI's campaign, an expert group was established under the Haddington Road Agreement (HRA). The recommendations of the expert

group are set out in Circular Letter 24/2015 and a teacher now qualifies for a Contract of Indefinite Duration (CID) after a period of continuous employment in excess of two years.

Hours covering for a teacher:

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

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

Fixed/Specific Purpose

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

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

What are the maximum class contact hours for a teacher?

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

hours and 20 minutes. If he/she has no involvement in Junior Cycle, a maximum class contact time of 18 hours applies.

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

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

Payment for Part-Time Work

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

Part time salary = Number of Hours contracted per week/22 x Your point on scale
For example, a whole-time teacher on point one of the salary scale for post-2011 entrants earns €44,329*. Therefore, if you are contracted for 16 hours per week:

Portion of salary = 16/22
Your part-time salary = 16/22 X €44,329 = €32,239

*Scale correct at 1/9/24

What is Casual Part-Time?

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

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

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

$$\text{*Personal non-casual hourly rate} = \frac{\text{Your point on the scale}}{730}$$

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

$$\text{*Personal non-casual hourly rate} = \frac{\text{€44,329}}{730} = \text{€60.72}$$

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

How many teaching jobs is a school entitled to fill?

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

The pupil-teacher ratio is 19:1. Therefore, for every 19 students, one permanent full-time teaching position is allocated to a school. For example, a school of 380 students receives an allocation of 20 whole-time teaching posts funded by the Department of Education. Schools also get an additional allocation for Principal, Deputy Principal and Guidance Counsellors. Many schools also receive an allocation of 'concessionary' teaching hours under a variety of programmes. These extra hours are granted depending on a school's individual needs. Some schools may also pay for teaching hours directly from their own funds.

How do I get a permanent job?

Employers may make permanent appointments ab initio. This applies to established schools and 'greenfield' schools (i.e. new schools). In recent times, most teachers become permanent by qualifying for a Contract of Indefinite Duration (CID) after two years. The two-year qualifying period was secured for teachers following recommendations issued by an expert group established under the Haddington Road Agreement. It does not apply to other grades in the public service. Please note that under the provisions of the Fixed-Term Work Act, 2003, the 'qualifying' period for a CID, that is provided for in law, is four years.

Objective Grounds

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

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

Post automatically advertised after Year 1

Every teacher on his/her fixed-term contract with an employer will have that contract terminated at the end of year one. The position will automatically be re-advertised and a new recruitment process undertaken. Therefore, the teacher will need to apply and interview for the position at the end of year one. If appointed for a second year (year 2), this is generally the 'qualifying year'.

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

Firstly, there is an agreement that teachers who have a CID for 18 hours or more can request to move to 22 hours and that this will be honoured by the employer. To avail of this, teachers must submit a H22 form, available from TUI. If you have a CID for less than 18 hours, Circular Letter 59/16 (ETB and C&C sector)

and Circular 49/2017 (Voluntary Secondary sector) compels employers to assign available hours, in the first instance, to teachers on part-time CIDs who wish to move to whole-time work.

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

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

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

If you are employed on a fixed term contract and believe you fall within the terms of Circulars 0024/2015 and are unhappy with the action taken by your employer in terms of the award of a CID, then you may appeal against the action of your employer.

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

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

terms of the CID.

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

When will I be paid?

You will be paid on the last banking day of each month if you are employed by an ETB – some ETBs offer fortnightly pay. If you are employed by a Community or Comprehensive school or a Voluntary Secondary school, you will be paid fortnightly by the Department of Education.

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

Codes of Professional Conduct

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

New teachers should familiarise themselves with these standards.

Teaching Council - Part 5

One of the functions of the Teaching Council is to investigate complaints about registered teachers. The Minister for Education formally

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

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

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

Droichead

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

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

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

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



TUI Guide for New Lecturers

Your Contract

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

Your contract should:

Your contract should:

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

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

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

Permanent Whole-Time

Appointment to permanent whole-time positions follows a national advertisement of the position and a formal selection process.

Appointment on a permanent whole-time basis used to be the norm and it remains open to employers to make permanent appointments ab initio.

Fixed-Term

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

Contract of Indefinite Duration (CID)

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

A CID is a permanent contract. It may be full-time/whole-time, e.g. for 16 or 18 class contact hours per week for a lecturer or assistant lecturer respectively. The number of

weekly class contact hours in the CID is determined by how many there are in the "qualifying year"; which is the year directly before the granting of the CID.

Example: Sarah was employed on a 1-year fixed term pro-rata contract on the 1st September 2020 for the academic year 2020/21 for 10 hours per week as an Assistant Lecturer (AL), replacing a named colleague on career break. She receives a further 1-year fixed term pro-rata AL contract for 12 hours per week for the academic year 2021/22 in her own right, without any objective grounds. She is offered a 1-year fixed term pro-rata AL contract, without objective grounds, for 10 hours per week for the academic year 2022/23 which she has not yet signed. On the 2nd September 2022 she seeks advice from the TUI re her entitlement to a pro-rata CID and is advised that she has an entitlement to a pro-rata CID for 12 hours per week from the 1st September 2022.

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

Progression

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

they will be required to do in order to progress.

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

Entitlement to a CID

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

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

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

Fixed-Term/Specific Purpose

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

Overtime Ban

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

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

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

Local arrangements re Workload Allocations/Weightings

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

Online class contact hours

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

Payment for Part-Time Work

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

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

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

What is a HPAL?

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

HPALs should not be employed to teach the entire module or mark all

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

HPAL Conversion Process

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

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

Six-month contract - 1 September to 28 February or 1 January to 30 June (depending on which semester).

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

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

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

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

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

Year-long Contract.

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

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

Entitlement to avail of extra hours

that become available in accordance with already agreed augmentation arrangements in accordance with paragraph 3 of Circular 41/2016.

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

How do I get a permanent job?

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

Objective Grounds

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

offered must include a statement detailing the specific objective ground(s), if any.

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

Awarding of additional hours to a Contract of Indefinite Duration

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

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

Class contact hours

Lecturer and Senior Lecturer 1 grades lecture a norm of 16 class contact hours per week. Assistant Lecturers lecture a norm of 18 class contact hours per week. These hours may be varied on a 'plus 2 or minus 2' basis. This means that the lecturing hours of a Lecturer and Senior Lecturer 1 can vary from 14 to 18 hours, following consultation with the lecturer. Similarly, the lecturing hours of an Assistant Lecturer can vary from 16 to 20 hours, following consultation with the Assistant Lecturer. However, it is very important that the average over the two semesters must be 16 hours for a Lecturer and Senior Lecturer 1 and 18 hours for an Assistant Lecturer.

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

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

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

Where a qualified Lecturer/Assistant Lecturer holds a part-time CID and is working additional hours, a separate fixed-term contract will be issued for those hours. The hours of this separate contract will be added to

the CID if the Lecturer/Assistant Lecturer holds them for a continuous period of employment in excess of one year, so long as the hours continue to be viable and are unrelated to maternity leave, sick leave, job share, career break and secondment.

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

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

Please contact your Branch Committee immediately, who in turn will contact the relevant official in TUI Head Office. The Union has been very successful in securing whole-time CIDs for our members. If you have been refused a CID, you must make an appeal within 4 working weeks of the date you are notified of the decision by your employer to refuse a CID.

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

When will I be paid?

You will be paid fortnightly/monthly if you are employed by an TU/IOT. The latest pay scales for academic staff are set out on the TUI website www.tui.ie.



Further Education and Training (FET) sector

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

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

TUI represents the following FET grades, inter alia:

- Teachers (in PLC colleges, VTOS centres, BTEI centres, YR centres and other settings)
- Youthreach Coordinators and Resource Persons
- Adult Education Officers
- Adult Literacy Organisers
- BTEI Coordinators and Adult Educators

- VTOS Coordinators and teachers
- Community Education Facilitators
- Adult Education Guidance Counsellors
- Outdoor Education Centre Directors
- Adult & Community Literacy Educators
- Sundry other grades in the ETB Sector.

How do I get a permanent job?

Employers may make permanent appointments ab initio. In recent times, most teachers become permanent by qualifying for Contract of Indefinite Duration (CID) after two years. The two-year qualifying period was secured for teachers following recommendations issued by an expert group established under the Haddington Road Agreement. It does not apply to other grades

in the public service. Please note that under the provisions of the Fixed-Term Work Act, 2003, the 'qualifying' period for a CID, that is provided for in law, is four years

Objective Grounds

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

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

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

TUI PROFESSIONAL DEVELOPMENT PROGRAMME

PRE-RETIREMENT SEMINARS 2024/2025

DATE	VENUE
Tuesday 19th November 2024 9.00am-4.30pm	The Ashling Hotel, Dublin 8
Wednesday 12th February 2025 9.00am-4.30pm	Hodson Bay Hotel, Athlone

TUI will be holding two Pre-Retirement Seminars for our members in the coming academic year.

To register your interest, scan the QR code below (take a photo of it with your phone) and complete the form. Please choose which seminar you would like to attend (pick only one).

Places are limited and will be allocated on a first-come first-served basis.

If you have any questions, please email [Lesley Conville lconville@tui.ie](mailto:Lesley_Conville@tui.ie)



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

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- 01 1st Time Buyer/Mover – Tuesday, 24th September @ 4.30pm
- 02 Switch & Save – Wednesday, 25th September @ 4.30pm



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Have we your correct membership details?



Have you transferred from one employer to another?

If the answer is “Yes” please ensure that you complete a new **Deduction at Source (DAS) form** immediately!

DAS forms are available on page 39 of this magazine and also on the TUI website – www.tui.ie They are also available from your School or College Workplace Representative and from Head Office.



Are you planning a Career Break, Leave of Absence or any other form of unpaid leave e.g. maternity or parental leave?

If the answer is ‘Yes’ please contact the TUI membership section

for members in the ETB sector:

Dara Blighe, Membership Secretary, TUI, 73 Orwell Road, Rathgar, Dublin 6 - dblighe@tui.ie

or

for members in Technological Universities, Community & Comprehensive Schools and Voluntary Secondary Schools:

Janet Anderson, Membership Secretary, TUI, 73 Orwell Road, Rathgar, Dublin 6 - janderson@tui.ie

It is essential that the TUI has your correct up-to-date personal contact details so that you can:



Participate in Union ballots and/or surveys



Receive Union advice and guidance

Update your details by scanning the QR code below



SCAN ME

TUI subscription rate

Each full member, associate member and retired member of the Union shall pay an annual subscription as decided by Congress.

From 1st January 2024, the annual subscription for full membership shall be 0.75% of gross annual salary inclusive of any and all allowances paid. The maximum annual subscription paid will be capped and shall not exceed 0.75% of the fifth point of the Common Basic Scale (post 2011), rounded to the nearest euro.

In the event of a change in the Common Basic Scale (post-2011), the resultant change in the maximum annual subscription will apply from 1st January of the following calendar year.

New members in their first teaching/lecturing post shall receive a refund of the subscription they pay in respect of their first twelve consecutive months of Union membership. The refund shall be made by way of a single payment in the month of December immediately following that first twelve-month period of membership.



TUI Training Schedule 2024/25

As part of the Union's ongoing efforts to enhance service to members, a training schedule across a range of areas of importance has been developed for 2024/25.

Training will take place online, using the Zoom platform. To register for a session or sessions, use the camera on your phone to scan the QR code below.

As a TUI member, you can attend as many as you wish.

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

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



11 th September 2024	5.00pm-6.00pm	Contracts
18 th September 2024	5.00pm-6.00pm	Eligibility for a CID How to secure additional hours
25 th September 2024	5.00pm-6.00pm	Teaching Council Issues Investigation and Disciplinary Procedures Part 5 - Fitness to Teach
2 nd October 2024	5.00pm-6.00pm	Post of Responsibility <ul style="list-style-type: none"> - Allocation of Posts - Assignment of Roles and Responsibilities - Eligibility Criteria - Composition of Interview Boards - Appeals Process
9 th October 2024	5.00pm-6.00pm	Preparing for an AGM Organising an AGM Nomination process for Branch Officers Model Standing Orders for Branch Meetings
16 th October 2024	5.00pm-6.00pm	Competency Based Interview Training
23 rd October 2024	5.00pm-6.00pm	Preparing for Annual Congress Advice on drafting motions and amendments Emergency Motions Procedures at Congress
13 th November 2024	5.00pm-6.00pm	Freedom of Information Requests Data Access Requests How to make a Protected Disclosure Union Directives

20 th November 2024	5.00pm-6.00pm	How to deal with personal cases - Branch Officers and Workplace Committees including use of the Grievance Procedure and Disciplinary procedures
27 th November 2024	5.00pm-6.00pm	Branch Officer Training Role of the Branch Officers How to organise an Ordinary Branch meeting and Special Branch Meeting Key dates for Branch Officers Defamation - Branch responsibilities
8 th January 2025	5.00pm-6.00pm	Parent's Leave Adoptive Leave Paternity Leave Parental Leave Compassionate Leave Unpaid Leave for Medical Care Purposes
15 th January 2025	5.00pm-6.00pm	Bereavement Leave Carer's Leave Career Break Scheme Job Sharing Scheme Unpaid Leave Marriage Leave Force Majeure
22 nd January 2025	5.00pm-6.00pm	Partial Absences Leave Maternity Leave Assault Leave Occupational Injury Leave Breastfeeding Breaks
29 th January 2025	5.00pm-6.00pm	Pension information session Additional Voluntary Contributions Salary Protection Scheme
5 th February 2025	5.00pm-6.00pm	Sick Leave
12 th February 2025	5.00pm-6.00pm	Transfers and Redeployment
26 th February 2025	5.00pm-6.00pm	Eligibility for a CID Croke Park Hours Supervision and Substitution

Are you due a Tax Refund?

Don't miss out!

New service for TUI members



The TUI is delighted to partner with ITAS Accounting in providing Tax Advice and Income Tax Return Services to our members. Through Damian Wilson, ITAS has been providing similar services to public and private sector employees for over 20 years.

In a series of communications ITAS will be providing tips on tax refunds and advice on ensuring that you remain tax compliant.

This first article focuses on tax refunds and what you can claim tax relief on.

Most teachers regularly review their health insurance cover, shop around for motor and home insurance and love a bargain! So why is it that a lot are not reviewing what is most likely their largest outgoing in their house, their tax bill?

“Sure, I’m a PAYE worker, my tax is deducted at source” would be a common response when we advise teachers of the importance in filing an annual tax return and submitting your claims with Revenue.

Remember, we all have an obligation to pay tax, but none of us have an obligation to overpay. However, statistics will show you that over 80% of tax payers overpay their taxes every year by about €990.

Only those who file an annual Tax Return and claim their entitlements with Revenue Commissioners will receive their portion of the overpaid taxes. Once 4 years has passed this refund is no longer available. Therefore, 2020 is currently the oldest year you can submit a claim for, and you have until the 31st December 2024 to do so.

There is still a ‘fear factor’ with Revenue where a lot of individuals are afraid to file a tax return with Revenue in case they end up with a liability. This is very rarely the case. However if it does happen it is important that such an issue is addressed ASAP, as it

could continue to occur going forward, and of course the 4-year time limit mentioned above would not apply.

Below is a list of the most popular reasons for PAYE refunds:

1. Health Expenses

20% relief is available on qualifying health expenses not already reimbursed by your health insurer. These include GP, Consultant, Hospital, Non-Routine Dental, Prescribed medicines or appliances and Nursing Home Fees.

2. Change in personal circumstances

If you have been through a marriage, bereavement, children or change in salary you could be due a refund. This is because you are not taking advantage of sharing tax credits or bands with your spouse.

3. Flat Rate Expenses

Agreed amounts set by Revenue to cover employee costs to undertake your role as a teacher. These also incorporate the cost of Teaching Council of Ireland Fee (TCI) as follows:

	Expenses	TCI	Total
Full Time Teach / Lecturer	€518	€65	€583
Full Time Principal / Professor / Heads	€608	€65	€673
Part-time Teacher / Lecturer	€279	€65	€344

4. Pension/Income Protection

Pension or Income Protection contributions through salary are receiving tax relief at source. However, if you pay through your bank or by way of a lump sum you may be entitled to tax relief at your higher rate of tax, subject to certain limits. This also includes pension amounts withheld from your lump sum on retirement.

itas Accounting

5. 3rd Level College Fees

20% tax relief is available on 3rd level college fees, capped at maximum of €7,000. The first €3,000 (full-time course) or €1,500 (part-time course) is excluded for the 1st person you put through college.

6. Caring for relatives

If you are married and one spouse stays at home to look after your children or a relative over 65 years old, you may be entitled to claim up to €1,800 per year. A Dependant Relative Tax Credit of €245 may also be available if they are over 65 and their earnings are less than €17,404.

7. Medical Card Holders

Holders of full Medical Cards are exempt from paying the 3rd rate of the USC, currently 4.5%. In most cases, your employer will adjust same. However, a large number of employees are not receiving this exemption.

8. Rent Tax Credit

If you are paying rent to a private landlord for yourself or a child in 3rd level college, you may be able to claim an annual tax credit of €500 per person.

9. Mortgage Tax Credit

If you were on a Tracker or Variable mortgage and paid a higher amount of mortgage interest in 2023, compared to 2022, you may be able to claim 20% tax relief on the increase, subject to a maximum refund of €1,250.

The above are just some of the most popular means of tax refunds, with many more available.



If you feel you may be due a PAYE refund and would like some assistance you can visit the PAYE refund website www.TaxReturnPro.ie which is run by ITAS. This is a No Refund No Fee commission-based service. Commission is reduced from 10% to 6.5% (plus VAT) for TUI members when they use the discount code TUI.

Should any members require advice or assistance in preparing their Form 11 by the 31st October, you can contact ITAS Accounting directly through www.itasaccounting.ie.

The above article has been provided by Damian Wilson of ITAS Accounting based on today's rules and rates and does not constitute advice.

Paddy Ahern – an appreciation

Paddy Ahern, retired Deputy Principal of St Colman's Community College, Midleton, died on 26th April 2023.

Paddy retired aged 63 years in 1993, having completed 40 years' service as a classroom teacher and vice-principal. He went on to enjoy 30 years' retirement and the satisfaction of drawing his pension for that length of time caused him no end of mirth and satisfaction!

He was one of the old stock of vocational teachers who were recruited directly from the trades. He was a qualified fitter and received his teacher-training in Ringsend and Bolton Street from September 1951 to June 1953.

Paddy's first appointment was a shared position between Bantry and Castletownbere. Sometimes Paddy had day-time classes in Castletownbere and night classes in Bantry on the very same day. Getting between towns 27 miles apart in one of the most remote areas of Ireland, with no rail link and minimal public transport, was never straightforward in those days. Thus, Paddy had hilarious yarns about how he commuted between teaching venues in an era when very few teachers owned a car.

He had digs in both towns and used whatever bus was available to commute between the two venues. Sometimes he would cycle to Glengarriff where he could get connecting buses to either Castletownbere or Bantry. At times he had to walk great distances, hitch lifts or even ride pillion passenger on motorcycles. Once, when the roads were impassable, he got a lift on a trawler which was going from Bantry to Castletownbere. Eventually he secured regular lifts by paying the driver of a bread-delivery van a discreet subscription, which suited everybody concerned.



PADDY AHERN

In September 1955 his second appointment (a shared position between Coachford and Millstreet) did not alleviate his travel difficulties. He used the West Cork railway system to get from Bantry to Cork City before catching the Muskery light railway system to get to Coachford. Commuting between the two venues of Coachford and Millstreet was always a big challenge. He got lifts in cars, got on the backs of tractors-and-trailers (it was mostly farmers he taught in his Millstreet evening classes) and even a donkey-and-cart on one occasion. As Paddy remarked humorously, "I had no weight problems in those days!"

Paddy was a devoted trade unionist. Having left the trades he quickly saw that pay was going to be a constant thorny issue for teachers. The pre-agreed living allowances were cut whilst teacher-training in Dublin. All of the teacher-trainees had left well-paid trades to take up the scholarships in Dublin and some of them were married,

so this did not go down well. The starting salary of qualified teachers was £365 -00 per annum in 1951 when he began the course in Ringsend and by the time he qualified in 1953 this salary was reduced to £335 -00 per annum.

Resulting from pressure from The Vocational Teachers' Association (later to become the TUI) a tribunal (Ryan) was set up to look at teachers' salaries and as a result of their findings they brought out separate salary rates for married and single teachers.

There were other bones of contention. Paddy was newly married and living contentedly in Bantry but this did not concern the County VEC when they transferred him from Bantry, in South West Cork, to the towns of Coachford/Millstreet, in North Cork. Added to this was the responsibility of having a first child on the way. So this focused Paddy's determination to change the system of transfers that operated in County VECs in that era.

Paddy became very active in The Vocational Teachers' Association. Many representations were made and before the end of the year the County VEC asked him in 1956 would Midleton suit him and his family better? He didn't have to be approached a second time, so off he went to Midleton to live happily ever after! After that Paddy was a well-known delegate at TUI conferences for many years. His contributions were appreciated and enjoyed because they were always full of humour and wit.

Paddy was devoted to the TUI. He actively set out to recruit all young teachers to the Union. He was there for

every newly qualified teacher with advice on their pay and conditions and also professional best practice. He attended every TUI meeting and was always armed with accurate and up-to-date information.

Always extremely active in his local community with significant involvement in local fishing and boxing clubs, Paddy was a lifetime teetotaler and a daily Mass-goer, but the anchor of his life was Ella (née McCarthy) to whom he was married for 50 years. They had five children - Caroline, Catherine, Micheal, Patrick and Martha - all of whom qualified as teachers. They spent their entire childhoods fishing on rocks, boats

and beaches, going to GAA matches, selling programmes at boxing tournaments and accompanying Paddy wherever he was going!

Paddy was a force of nature, a once-off. Truly "ní bheidh a leithéid arís ann". Go dtuga Dia suaimhneas síoraí dá anam.

— Caroline Corrigan



LAW SOCIETY
OF IRELAND

- **Start Date:**
1 November 2024
- Flexible learning options
- Ideal for those acting as decision-makers within schools, for those who wish to advance to that level, and for those with an interest in education law matters
- **Fee:** €2,995

APPLY NOW FOR THE LAW SOCIETY'S DIPLOMA IN EDUCATION LAW

The Law Society's Diploma Centre is inviting applications for its Diploma in Education Law. Now in its ninth year, this diploma provides comprehensive coverage of the legal issues and pertinent case law relevant to the day-to-day issues that arise when advising on education law matters.

On completion of this diploma, participants will have an understanding of:

- Key employment law issues relevant to the school setting;
- School structures and governance arrangements;
- Admissions policies and student conduct issues;
- The legal issues relating to special educational needs;
- Key considerations regarding negligence and litigation management;
- Child protection issues;
- Data protection concerns;

- Other matters relevant to higher, further and adult education.

WHO SHOULD ATTEND?

This course is suitable for:

- Key stakeholders and decision-makers within the education setting, including school principals, assistant principals, inspectors, teachers at all levels,
- Teachers in management organisations, trade unions, and staff associations,
- Solicitors, barristers, and trainees who advise or wish to advise on education law.

TO FIND OUT MORE OR TO APPLY:

Visit www.lawsociety.ie/diplomacentre

T 01 672 4802

E diplomateam@lawsociety.ie

Teaching Council updates

The following updates have been provided by the Teaching Council:

NQT (NEWLY QUALIFIED TEACHER) SUMMER REGISTRATION PROCESS

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

The average processing time for applications received via this process is 2 weeks from receipt of the application and required documentation. Approximately, 3,750 NQTs avail of registration under this process each year.

RENEWALS

Applications 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.

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 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.

DROICHEAD

Applications for Droichead in the 2024/2025 school year will open from 2nd September 2024. Newly Qualified Teachers (NQTs) must apply for Droichead online via their My Registration portal account on the Teaching Council website. On completion of this process, NQTs should ensure that they have all required

information and documentation before they submit their online Form D via their portal accounts.

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 have 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 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 your addresses, including addresses outside of ROI when completing the NVB online application.

Further information about re-vetting can be found on the Teaching Council's website.



TUI COLLEGES ADVISORY COUNCIL MEMBERS STANDING IN SOLIDARITY WITH PALESTINE ON THE 5TH JUNE TO COMMEMORATE NAKSA DAY, WHICH MARKS THE START OF ISRAEL'S OCCUPATION OF THE WEST BANK, GAZA AND EAST JERUSALEM IN 1967.



MEMBERSHIP APPLICATION FORM

Teachers' Union of Ireland / Aontas Múinteoirí Éireann

73 Orwell Road, Rathgar, Dublin 6, D06 YP89. T: 01 492 2588 E: tui@tui.ie W: www.tui.ie

Answers are required to **all** questions in order to process your application:

Personal Details

Please circle: Mr / Miss / Mrs / Ms / Mx Surname in English: Surname in Irish:

Previous surname(s) (if any): First Name(s):

Home Address:

School / Centre / Institute / Technological University (name and address/department):

Date of Birth: Mobile Tel: Personal email address:

Academic Qualifications (All):

Degree Subjects:

Subjects Taught:

Date of Appointment (Current Employer): Date that you first commenced teaching:

Grade (e.g. Teacher, Youthreach Resource Person, Lecturer etc.):

Is your post... **Permanent/CID:** Full hours/whole-time? Fewer than full hours?* *If on fewer than full hours, please indicate the number
Non-Permanent: Full hours? Fewer than full hours?* of regular weekly timetabled hours.
Job-share?

Are you registered with the Teaching Council? Yes No

Union Membership

Have you previously been a member of the TUI? Yes No

If yes, please give the dates of your membership and your former branch:

Have you been a member of any other union? Yes No

Are you currently a member of any other union? Yes No

If yes, please give the dates of your membership and your former branch:

I consent to the TUI contacting this union/these unions in accordance with the Constitution of the Irish Congress of Trade Unions

A. I am a new applicant in my first year of teaching/lecturing

B. I am a new/returning applicant who is not in my first year of teaching

It is a requirement of membership that TUI rules, policies and procedures are adhered to in all union activities (see TUI Rule Book and Members Diary and Handbook). The union retains a copy of the application form for the duration of membership and as required under TUI Rule.

New Members

I hereby apply for membership of the Teachers' Union of Ireland, and, if accepted, agree to be bound by the Rules of the Union. I confirm the details on this form are correct.

Signature: Date:

Incomplete or inaccurate information given on this form may affect the TUI's ability to represent you as a member.

TUI Data Privacy Policy

The TUI's Data Privacy Statement is available on our website, www.tui.ie. The statement explains how and why the TUI processes personal data in accordance with the General Data Protection Regulation (GDPR). TUI will process your personal data for the legitimate work of the union. TUI will provide you with access to your personal data upon valid request. TUI is committed to protecting your personal data by having secure storage facilities, authorised access, retention and deletion and breach control measures and by maintaining accuracy.

Consent

Under GDPR, data relating to membership of a trade union is classified as 'personal data'. In order for the TUI to process your membership application and to act as your trade union representative, TUI requires your explicit consent in relation to the following areas. Please indicate your consent by ticking the boxes below: **I agree to the following (please tick the relevant box if you consent):**

1. In order to complete my application, I consent to the TUI contacting my employer to confirm that I am employed as stated on my application form.

2. I consent to TUI confirming my membership details with agreed service suppliers such as; the TUI Credit Union, Cornmarket Insurance and other suppliers of schemes offered which I seek to join.

I hereby consent to the TUI processing the special category of personal data as indicated above. I fully understand that I am consenting to the TUI disclosing to the payroll section of my employer that I am a member of the TUI (or am applying for membership).

Signature: Date:

You may withdraw consent at any time by writing to the TUI Data Protection Officer:
TUI Data Protection Officer, 73 Orwell Road, Rathgar, Dublin 6 D06 YP89 or by emailing dpo@tui.ie.

Note: 1. Once all sections of the membership application form are fully completed please forward it to the Membership Section, TUI Head Office, 73 Orwell Road, Rathgar, Dublin 6, D06 YP89. Applications received will then be forwarded to the relevant Branch Secretary for Branch consideration.
2. Please return a fully completed DAS form (attached) with your application form. DAS forms are also available from your TUI workplace representative, TUI Head Office or, online, at www.tui.ie.

**OFFICIAL
USE ONLY**

New Member: Existing Member:

Number:

Area:

Branch:



DEDUCTION AT SOURCE AUTHORISATION FORM

Teachers' Union of Ireland / Aontas Múinteoirí Éireann

73 Orwell Road, Rathgar, Dublin 6, D06 YP89. T: 01 492 2588 E: tui@tui.ie W: www.tui.ie

Answers are required to **all** questions in order to process your deduction:

Personal Details

Please circle: Mr / Miss / Mrs / Ms / Mx Surname in English: Surname in Irish:

Previous surname(s) (if any): First Name(s):

Home Address:

School / Centre / Institute / Technological University (name and address/department):

TUI Branch:

Date of Birth: Mobile Tel: Personal Email Address:

Grade (e.g. Teacher, Youthreach Resource Person, Lecturer etc.):

Is your post... **Permanent/CID:** Full hours/whole-time? Fewer than full hours?* *If on fewer than full hours, please indicate the number

Non-Permanent: Full hours? Fewer than full hours?* of regular weekly timetabled hours.

Job-share?

Deductions

Payroll Number / Employee Code / Staff Number - as it appears on your payslip:

Deduction at source cannot be processed without payroll number. Please ensure this number is correct. Incorrect numbers can lead to delays in processing this request.

Authorisation

I hereby authorise the payroll department of (please tick one option only and fill in the details):

Education and Training Board – please state the ETB _____

Institute of Technology/Technological University – please state the IoT/TU _____

The Department of Education

To make a deduction from each salary cycle of the union subscription appropriate to my employment at any time and pay this amount to the TUI on my behalf. I understand and agree that:

- The deduction at source facility is being made available solely as a matter of convenience to me.
- Beyond paying the sums deducted to the Teachers' Union of Ireland, the employer accepts no responsibility of any kind in the matter.
- The deduction is to commence as soon as possible and to continue until and unless I serve further written notice to the Teachers' Union of Ireland.
- The Teachers' Union of Ireland has the right to alter the amount of this deduction in line with agreed amendments in the rate of subscription.
- Any arrangements for refund of deductions or collection of arrears are to be made directly with the Teachers' Union of Ireland and that the employer will not be responsible for such matters.
- It is my own responsibility to ensure the correct deduction is made from my salary and to notify the Teachers' Union of Ireland if I wish to amend or cancel the deduction from my salary.
- There may be a delay in commencing or ceasing my deduction due to payroll scheduling and the fact that amendments to mandates are submitted to the employer on a monthly basis.
- I will correspond directly with the Teachers' Union of Ireland in relation to the deduction from my salary.
- It is my responsibility to inform the TUI of any change to my employment status.

The amount of the subscription is determined by TUI Annual Congress.

N.B.: The Department of Education and/or ESBS do not accept DAS forms and have requested that the TUI hold the original form on behalf of the member.

TUI Data Privacy Policy

The TUI's Data Privacy Statement is available on our website, www.tui.ie. The statement explains how and why the TUI processes personal data in accordance with the General Data Protection Regulation (GDPR). TUI will process your personal data for the legitimate work of the union. TUI will provide you with access to your personal data upon valid request. TUI is committed to protecting your personal data by having secure storage facilities, authorised access, retention and deletion and breach control measures and by maintaining accuracy.

Consent

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

I consent to the TUI disclosing my details to the payroll section of an employer for deduction at source of union subscriptions. I fully understand that this allows the TUI to disclose to the payroll section of my employer that I am a member of (or applying to become a member of) the TUI.

Signature: _____ Date: _____

You may withdraw consent at any time by writing to the TUI Data Protection Officer:
TUI Data Protection Officer, 73 Orwell Road, Rathgar, Dublin 6 D06 YP89 or by emailing dpo@tui.ie.

OFFICIAL
USE ONLY

New Member: Existing Member:

Number: _____

Area: _____

Branch: _____

RMA News

The Retired Members' Association of the TUI (RMATUI) held its Annual General Meeting in the Sheraton Hotel, Athlone, on 15th May 2024.

Martin Hoye and Dan Keane stepped down from the respective roles of Chairperson and Secretary, having given many years of dedicated service to the organisation. We thank them again for their excellent work over the years.

Elections to the Officer positions resulted in the appointment of Michael McNulty as Chairperson, Seamus Lahart as Secretary, Tim O'Meara as Treasurer, Majella O'Neill as Membership Secretary, Mary Lane Heneghan to lead the Social and Cultural Committee and Mark Jordan, IT and Website Officer.

Paddy Grealish, Sean O Cluid and Moya Corry were selected for the Standing Orders Committee for 2024/25. The Management Committee for 2024/25 includes Michael Daly, Tom Fennell, Daithí Mac An Arcinn, Mary Walsh, Pat Lawlor, Noel Spittle, Geraldine O'Daly, Joe Carolon, Kevin O'Farrell, Joan Sheehan, Pat O'Riordan, Brigid Sheridan and Pat Lawlor

Having served three consecutive terms, Oliver Mc Cormack, Eamonn Kerrigan, Eileen Moyles, Sean McCarthy, Michael Casserly and John O Donoghue are stepping down from the Management Committee. All those stepping down were thanked for all their work on behalf of the RMATUI membership.

Sean McCarthy was elected to represent the Management Committee on the TUI Assistance Fund, replacing Mark Jordan, who has completed his permitted time.

At the outset, the members present acknowledged the passing of former members and observed a minute silence in their honour. The Chairperson and Secretary reported on another successful year of activities, engagement, and representation of the issues of concern to retired members. The TUI President David Waters and Assistant General Secretary Liz Farrell addressed the meeting and were warmly welcomed by the members, as was Susie Hall, who addressed the meeting on behalf of the Retired Secondary Teachers' Association.

The main business of the meeting was the adoption of seven motions dealing mainly with pay agreements, pension

parity, travel, subsistence payments for work on interview panels, and issues regarding information sharing between the TUI and the RMA. A subsequent TUI Executive Committee meeting in June considered the motions passed at the AGM and adopted five of the seven. The issues of divergence concern sectoral bargaining and the apportionment of surplus monies.

The RMA wishes to revitalise its branch structures throughout the country. Retirees are welcome to attend their local branch meetings and join in on many organised social and cultural activities. For the latest news on upcoming events and information on branch meetings, please visit our website at www.rmatui.ie.

The complete list of the current Management Committee and their contact details can also be found on the RMA Website.

Seamus Lahart, RMA Secretary

RMA MEMBERSHIP APPLICATION FORM

NAME: _____

(BLOCK LETTERS)

ADDRESS: _____

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

Sponsored by



Congratulations to:
Vol 46 No 6 winner
Michael Hennessy,
Hazelwood College,
Coolaboy, Co Limerick

Crossword

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

Only one entry per member.
 Photocopies can be submitted.

Name _____

Workplace _____

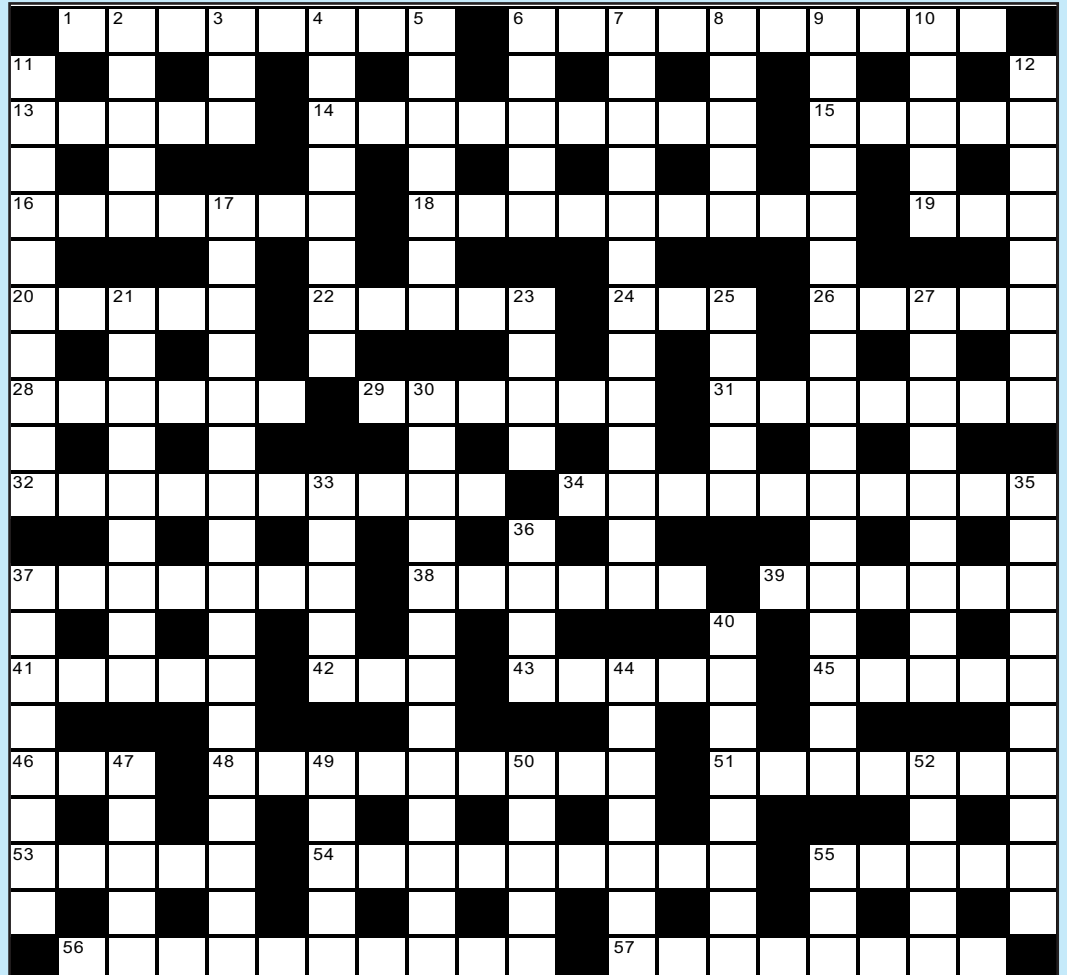
Address _____

Contact number _____

TUI Branch _____

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

Closing date for entries:
 Friday 1st November, 2024



ACROSS

- 1 A hunt for game carried on by following it stealthily or waiting in ambush (8)
- 6 Chemical element with symbol Dy and atomic number 66 (10)
- 13 Far beyond the norm (5)
- 14 Land or property held under a lease (9)
- 15 A stingy hoarder of money and possessions (5)
- 16 A complete payment consisting of a single sum of money (4,3)
- 18 Altruistic (9)
- 19 The natural way of the universe, primarily as conceived in East Asian philosophy and religion (3)
- 20 Rough, knobby protuberance, especially on a tree (5)
- 22 A daughter of one's brother or sister (5)
- 24 Large northern deer with large flattened antlers in the male (3)
- 26 One who traffics or deals drugs illegally (US slang) (5)
- 28 Rounded like an egg (plural) (6)
- 29 Great coolness and composure under strain (6)
- 31 Make a commitment to do (or not to do) something in the future (7)
- 32 Of or relating to swimming (10)
- 34 Brings presents to children at Christmas (5,5)
- 37 The -----, 2015 film about Lance Armstrong (7)
- 38 A small hole (usually round and finished around the edges) in cloth or leather for the passage of a cord or hook or bar (6)
- 39 Restrain oneself from consuming or doing something (6)
- 41 A defence by an accused person purporting to prove that he or she could not have committed the crime in question (5)

- 42 Any of various trees of the genus Ulmus: important timber or shade trees (3)
- 43 Take up with the tongue (3,2)
- 45 Any of various devices for taking hold of objects; usually have two hinged legs with handles above and pointed hooks below (5)
- 46 An interest followed with exaggerated zeal (3)
- 48 Position in which the dancer has one leg raised behind and arms outstretched; Also a 1966 American comedy spy film (9)
- 51 Visually descriptive or figurative language (7)
- 53 Spiritual leader of a Jewish congregation (5)
- 54 Something that offers basic information or instruction (9)
- 55 Being moved or acted upon by moving air or vapour (5)
- 56 A dealer in iron and hardware. (10)
- 57 Something of sentimental value (8)

DOWN

- 2 A spirit being, sacred object, or symbol that serves as an emblem of a group of people (5)
- 3 A unit of length of thread or yarn (3)
- 4 Introduce light into (8)
- 5 A tiny grain (7)
- 6 Put on clothes (5)
- 7 Either of two flat triangular bones one on each side of the shoulder (8,5)
- 8 Radius plural (5)
- 9 A full-sized instrumental ensemble (8,9)
- 10 Disturb the balance or stability of (5)
- 11 Having reached full development (5,5)

- 12 A dark oily liquid obtained by distillation of coal tar; used as a preservative for wood (8)
- 17 Legal right of people to decide their own destiny in the international order (4-13)
- 21 Used to express a conclusion for which there is stronger evidence than for a previously accepted one (Latin term meaning 'from [the] stronger') (1,8)
- 23 A body of poetry that conveys the traditions of a society by treating some epic theme (4)
- 25 Not in working order; not functioning (5)
- 27 An irrecoverable state of devastation and destruction (9)
- 30 A service at which people gather to offer devout petition, praise, thanks, etc to God (6,7)
- 33 An Asian perennial plant of the nettle family, used in fabric production (5)
- 35 Producing pleasure or contentment by providing what is needed or wanted (10)
- 36 A garment that covers the head and face (4)
- 37 A raised horizontal surface (8)
- 40 Distribute loosely (8)
- 44 To cook (food) partly or completely beforehand, so that it may be cooked cook or warmed and served quickly later (7)
- 47 To stop someone from doing something by law or by official agreement (5)
- 49 Aggravation or aggression (5)
- 50 ----- Eye - US reality television makeover series (5)
- 52 A book read through an electronic medium, eg Kindle (1-4)
- 55 A road vehicle carrying many passengers (3)