INTO congratulates our members on their stalwart support for the continuing industrial action in support of your reasonable demands for improved pay and a more manageable workload. INTO has been engaged since January 2018 in efforts to resolve the disputes, in the areas of Pay, Workload and Assessment, to date these efforts have proved unsuccessful in securing a satisfactory resolution, and therefore, from Monday 3rd September 2018, until notified to the contrary, INTO members are instructed to continue their support for and participation in the industrial action in relation to three areas of: 

- **Workload**
- **Assessment**
- **Pay and Conditions**

In relation to Workload, INTO members are to continue with Action Short of Strike. This action will continue at System Level and at individual School Level.

**At System Level:**
- Boycott all new initiatives; 
  Non-cooperation with ETI. All members including principals shall not present or complete any documentation or teach in front of ETI. Continue to boycott New Assessment Arrangements. INTO members will not deliver or assess tasks for CCEA assessment; 
- Principal members are neither to cooperate in the preparation of the Annual Governors’ Report nor to provide this report to any outside agency who may seek or request it; 
- Principal members are to produce one annual financial plan, after the final school budget has been allocated. Such plans should only be reflective of the year immediately following the date of allocation; 
- Not to provide DE or any other outside agency with any data or information requested about the school; 
- Not to delegate this duty. Such classroom observations should be by negotiation and should:
  - be limited to a maximum of one observation per term. 
  - ensure that feedback is provided if requested by the observed class teacher; 
  - be the subject of one agreed target; 
  - not to take part in any form of classroom observation outside the agreed PRSD scheme unless carried out by the school principal. (The principal may not delegate this duty). Such classroom observations should be by negotiation and should: 
  - be the subject of one agreed target; 
  - have one week’s notice; 
  - be limited to a maximum of one observation per term. 

**Special Needs:**
Members should, at both System and School Level, take due cognisance of any educational or care plan for the young persons in their charge who have special educational needs and ensure they are not negatively impacted as a consequence of this industrial action. 

Any change to this industrial action will be communicated to members immediately.

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School Representatives – Please Copy and Place on INTO Notice Board