



BULLETIN 2

MEMBER UPDATE

September 2021

INTO has, through member concerns, identified three main areas of where members' terms & conditions of employment have been impacted upon by the COVID-19 pandemic; these are Directed Time Budgets, pregnancy and blended/distance Learning.

<p>Directed Time Budgets</p>	<p>Members are reminded that individual Directed Time Budgets (DTB) should have been in place prior to the beginning of this academic year. However, if any member is not in receipt of a DTB, the transition arrangements regarding Directed Time Budgets published by Teachers' Salaries and Conditions of Service Committee remains extant: https://www.into.ie/app/uploads/2019/07/2020_08_28_TimeBudgetArrangements.pdf INTO reminds all teachers who are still without an agreed Directed Time Budget that they cannot be directed to work more than 32.4 hours in a single week. Each working day (excluding 30 minutes lunch) should be counted as 6½ hours. A cumulative week's total must not exceed 32.4 hours.</p>
<p>Pregnancy Advice</p>	<p>INTO advises its pregnant members that their employer must follow PHA/HSENI guidance. Members should request a relevant risk assessment be completed by the school management. https://www.education-ni.gov.uk/sites/default/files/publications/education/Appendix%20-%20COVID-19%20Risk%20Assessment%20for%20Pregnant%20Members%20of%20Staff%20%28Aug%2021%29.pdf This risk assessment is applicable for each of the three groups identified.</p> <ul style="list-style-type: none"> - Teachers less than 28 weeks pregnant. - Teachers 28 weeks plus. - Teachers who are pregnant and have underlying health conditions. <p>Additionally, INTO advises pregnant teachers to seek written medical information from their consultant or GP, where appropriate, to assist school managements with risk assessments.</p> <p>If a risk assessment identifies that a teacher should be working from home, they shall receive their normal pay in line with DE Guidance on Absence Relating to Coronavirus. https://www.education-ni.gov.uk/publications/guidance-supporting-staff-return-schools</p>
<p>Blended / Distance Learning</p>	<p>INTO recognises that it is a reasonable expectation that teachers respond positively to Covid-19 issues that may arise as the new academic school year unfolds. INTO requests its members to be mindful of the following advice in relation to blended/distance learning.</p> <p>INTO is cognisant of the fact that some pupils will have to self-isolate and will need materials and additional support from teachers. Every school should have an agreed policy for remote learning to facilitate this. However, specific additional time must be allocated within the 1265hrs (32.4hrs per week) to prepare for this situation.</p> <p>A teacher cannot be asked to teach pupils in school and those isolating at the same time. A school may need to use or employ additional staff (coded as a Covid-19 cost) to cover the class or teach remotely. It may also be possible for teachers who are working from home to deliver teaching to pupils who are self-isolating or during a Covid-19 forced school closure.</p> <p>Teachers who are advised to self-isolate and are showing no symptoms of Covid-19 may be reasonably directed by the principal to work from home.</p>

Members should raise any concerns with their principal/line manager in the first instance.

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