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Industrial Action

BULLETIN 1

Industrial Action Continues...

3rd September 2018

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 where this information or data may be used to rank, compare or assess the school. Members should continue to provide Annual Census Data to DE and the monthly returns.

At School Level:

- Not to undertake any Directed Time. Members are to teach their teaching hours only and should undertake to prepare, plan and assess for their pupils at a place and time of their choosing;
- Not to attend meetings held outside of the normal teaching day;
- Cease to participate in all PRSD activities. Those members who have not yet completed all the PRSD stages are permitted to continue working their way through these stages up to UPS 3. Members who are tasked with, or in receipt of an additional point or points for administering PRSD schemes in their school are permitted to continue with this work;
- Provide only one written report per pupil per year;
- Participate in only one formal parent/teacher meeting per pupil per year;
- Not to carry out administrative or clerical tasks which should be completed by administrative or support staff;
- Work strictly to rule with respect to the provision of cover for absent colleagues (For further details please refer to the "Action Short of Strike Update leaflet, effective Monday 24 October 2016" available on the INTO website);
- Only provide principals, annual schemes of work and termly/six weekly planners;
- To make pupil workbooks available for any internal evaluations or monitoring (book scoop); to a maximum of two requests per year;
- 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;
 - > ensure that feedback is provided if requested by the observed class teacher;
 - > 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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