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into 
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann 150

September 2018



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GDPR leaflet enclosed

Welcome back

Your summer break, I hope, has been an enjoyable one, it was certainly well-deserved. As we begin the new school year, our incoming Chairperson Paddy McAllister, the Northern Officials and I would like to take this opportunity to thank you for your ongoing membership and support.

2017/18 was a challenging year not least in respect of our ongoing industrial disputes: the longest running being our action in regard to the Department of Education's assessment policy; a second dispute began in the 2014/2015 year concerning cuts to the budget in that year and finally the latest dispute concerning the withholding of a cost of living increase in the 2015/2016 year from teachers.

Negotiations continue between the Northern Ireland Teachers' Council (NITC) which INTO is a key member of, the management bodies and the

Department of Education. While some progress has been made regarding issues around workload, a number of significant issues central to the current dispute remain unresolved. INTO, on your behalf, continues to work towards a settlement that is acceptable to you the members and which addresses the issues of pay and workload in a meaningful



GERRY MURPHY,
Northern Secretary

way. You the members will be given the final say by means of a ballot when the negotiation process has been exhausted.

INTO needs your full involvement in the democratic process through which our policies are determined and pursued. Through your school, local branch and district you have the opportunity to meet other colleagues, receive detailed information about local developments, share in policy making and enjoy

the collegiality of being an INTO member. To long standing members or

those who have joined recently, please rest assured this teachers' union remains as committed as ever to standing up for your Terms and Conditions of Service.

To register for the INTO Members' Area visit our webpage www.into.ie, this is where you can sign up for INTO e-newsletters. Also, you can now follow INTO on social media via facebook and twitter.

2018/19 will undoubtedly bring its challenges but through the collective strength of INTO, teachers will continue to have their voice heard where it matters. INTO will be there for you, the individual member when you need us, but also working to ensure that our profession as a whole is safeguarded. INTO continues to be centrally involved in the Irish Congress of Trade Unions "Better Lives, Better Work" campaign which if successful will have real benefits for INTO members through greater investment in public services, ending the pay cap and seeking to improve the quality of jobs available.

Hopefully over the weeks and months ahead you will have the opportunity to take an active interest in INTO's work and may your new school year be happy and satisfying.

Sheila Nunan, General Secretary announces intention to retire

The General Secretary of INTO, Sheila Nunan, announced her intention at the August CEC meeting to retire from her position in the summer of 2019. Sheila has been General Secretary of INTO for a decade now and has led the organisation with distinction. Her foresight and wisdom have seen the INTO confirmed as the premier teachers union across the island of Ireland.

Sheila has demonstrated an unwavering commitment to the INTO membership in the north and under her stewardship INTO has invested heavily both in human and physical resources in this jurisdiction. This investment has



been rewarded by an increasing membership and a more effective organisation in the north. Leading an organisation such as INTO demands much from the individual elected to the role. The example she has set provides a significant benchmark for those seeking to succeed her.

An election will now be conducted with a view to electing a successor in the time ahead. All INTO members in the north are urged to engage with the campaigns to choose a successor. The vibrant INTO, Sheila is passing on, will benefit from a strong electoral input from INTO members in the north.

Detrimental impact of workload on teachers

It is with solid determination that our membership is continuing with industrial action while we wait for a resolution that will provide the long needed pay rise that our members and their households need. However, it is also extremely important to remember that pay is one side of the issue with the other being workload related.

It is very troubling that many of our colleagues are working incredibly long hours and are on site 8am to 5pm or 6 pm with little breaks and lunches and then are going home and working late into the evening. Weekends are not much better for many who give up family life to work on a Sunday. How long can we expect our colleagues to work at this rate before ill health kicks in? Is this the sort of lifestyle that can be sustained up to the age of 68? I don't think so. Something will give way. The teacher will lose heart in the job. They will fall ill. They will buckle under stress. They will sacrifice their family life. They will postpone having a family. To put it very simply, there will be consequences for the teacher. The consequences may happen in the short term or it may happen in the long term but teachers cannot work long term 50+ hours per week without consequences. 50+ hours is the reality for many with 40+ hours being clocked up on site with work at night time and weekends, pushing this past the 50+ hour mark.

This however does not have to be the case and should not be expected to be the norm. The pressure to work at this rate comes from culture in schools and

from the new initiatives that schools feel compelled to take on board due to the dark clouds of an approaching ETI inspection. We have the workload agreement to help protect us from this but we also have our industrial action which is having a great impact in reducing workload to sensible levels. No meetings after school, no new initiatives and action on assessment are just a few aspects of industrial action which allows teachers to get on with their jobs without the need for constant meetings and paper-work. Many schools are responding to this

in a very positive manner, facilitating necessary meetings during the school day especially from 2-3pm. Using sub cover or reallocating teachers who are not assigned to a class to release class teachers to get work done can also be useful.

The Industrial Action is giving teachers and schools a breathing space from the ETI. Teachers and schools have the chance to reconsider, without pressure from the ETI, EA and DE, to decide what it can do and what it can provide without going overboard and risking the health of teachers. Teachers and school leaders should embrace the Industrial Action and see it as almost a golden moment in Education when we can re-evaluate and normalise our working patterns, so we can enjoy doing the job we love as a teachers or as school leaders without risking our health.

Every leader has to prioritise resources and time is a key resource. There are difficult decisions that are always needed to be made but they must be made in the context of teacher health and well-being. We are a caring profession. We want the best for our pupils but a sick teacher, a stressed teacher, a teacher overwhelmed with workload won't be able to deliver the best for the pupils. It is time we all, both teachers and school leaders, re-evaluated and take stock of our working patterns in the context of the industrial action to look after ourselves and each other.

PADDY McALLISTER, Northern Committee Chairperson

It is very troubling that many of our colleagues are working incredibly long hours and are on site 8am to 5pm or 6 pm with little breaks and lunches and then are going home and working late into the evening

NORTHERN COMMITTEE INFORMATION

Area	Branches		Mobile	INTO Email
CEC 1 District 1	0101-0113	Seamus Hanna	CEC Rep	shanna@into.ie
CEC 2 District 2	0201-0217	Dorothy McGinley	CEC Rep	dmcginley@into.ie
BFC -		Patrick McAllister	BFC Rep	pmcallister@into.ie
NEP North Eastern Primary Region	0101/0102/0104/0107/0109/0111	Geraldine McGowan	INTO N Ctte	gmcgowan@into.ie
NES North Eastern Post-Primary Region	0101/0102/0104/0107/0109/0111	Siobhan McElhinney	INTO N Ctte	smcelhinney@into.ie
SEP South Eastern Primary Region	0110/0113	VACANT	INTO N Ctte	
SES South Eastern Post-Primary Region	0110/0113	John Kelly	INTO N Ctte	jkelly@into.ie
BP Belfast Region Primary A	0106	Caroline McCarthy	INTO N Ctte	cmccarthy@into.ie
BP Belfast Region Primary B	0105	VACANT	INTO N Ctte	
BS Belfast Region Post-Primary	0105/0106	Caoimhin MacColaim	INTO N Ctte	cmaccolaim@into.ie
SP Southern Region Primary A	0202/0206/0208/0217	Marty Lavery	INTO N Ctte	mlavery@into.ie
SP Southern Region Primary B	0201/0203/0211/0214	Cathy Crozier	INTO N Ctte	ccrozier@into.ie
SS Southern Region Post-Primary	0201/0202/0203/0206/0208/0211/0214/0217	Kevin Daly	INTO N Ctte	kdaly@into.ie
WP Western Region Primary A	0209/0213/0215/0216	Marie O'Shea	INTO N Ctte	moshea@into.ie
WP Western Region Primary B	0207/0212	Moirá O'Kane	INTO N Ctte	mokane@into.ie
WS Western Region Post-Primary	0207/0209/0212/0213/0215/0216	Annmarie Conway	INTO N Ctte	amconway@into.ie

Attention all teachers

- are you on the correct pay scale?

Have you been teaching for 6 or more years? Have you gone through Threshold and moved onto the Upper Pay scale (UPS)? Check your payslip and read the information below to ensure you are being paid on the correct pay point!

All teachers receive a pay slip monthly – for permanent teachers these are sent to their school and for temporary/substitute teachers they are sent to their home address (Please ensure the DE has your correct home address).

Current Pay Scales

Main Pay Scale from 1 September 2016			(UPS) from 1 September 2016	
Point	Annual Salary	Daily Rate	Scale Point	Annual Salary
M1	£22,243	£114.07	UPS1	£35,217
M2	£24,001	£123.08	UPS2	£36,521
M3	£25,931	£132.98	UPS3	£37,870
M4	£27,926	£143.21		
M5	£30,127	£154.49		
M6	£32,509	£166.71		

Progressing up the pay scale

Permanent Teachers

Teachers should progress up the main pay scale each year. All NQTs are placed on the first point of the scale, M1 and movement to the next pay point where appropriate is generally on 1st September each year. In exceptional circumstances progression may be withheld. Progression from M1 – M6 is yearly. Thereafter progression on the Upper Pay scale (UPS) takes 2 years from UPS1 to UPS2 and UPS2 to UPS3. It should be noted that teachers are required to complete a Threshold assessment to progress from M6 to UPS1.

Temporary Teachers

Providing a teacher has

- 1 worked in at least 26 weeks of a school year and
- 2 has successfully completed EPD or PRSD there should be a yearly



movement to the next point on the Main Pay Scale on 1st September.

Progression following moving on to UPS1 is a 2 yearly process as it is for Permanent teachers. Currently all progression is linked to successful completion of EPD (Early Professional Development) or PRSD (Professional Review and Staff Development).

PRSD (Performance Review Staff Development) Scheme

Since 1st September 2005, progression on the teachers' pay spine is determined through the PRSD (Performance Review Staff Development) Scheme. The Scheme applies to all qualified teachers other than teachers participating in Induction and EPD. The Scheme involves an annual review cycle of planning and preparation, monitoring within the classroom and a follow up review discussion. Full details of the Scheme are available to download from www.into.ie/NI in INTO Guidance on PRSDS.

Threshold and the Upper Pay scale (UPS)

Threshold assessment is part of a framework of pay and standards that provides a focus for a teacher's career and professional development.

The threshold assessment process is operable when a teacher has completed one year on point 6 of the Main Pay Scale and wishes to be considered for movement to point 1 of the Upper Pay Scale.

Movement to point 1 of the Upper Pay Scale is not automatic

To 'cross the threshold' teachers must demonstrate that they have met all four

standards of effective teaching. The standards relate directly or

indirectly to

teaching and learning:

- core values, understanding of the curriculum and professional knowledge;
- teaching and assessment of learning;
- contribution to raising standards through pupil achievement;
- effective professional development.

Threshold assessment is a voluntary process and entirely a matter of choice for individuals who are eligible to apply.

Teachers are responsible for applying for threshold. Teachers who choose not to apply should inform the principal of their decision in writing.

Please Note: INTO members are

currently engaged on a programme of Industrial Action in relation to Pay and workload, which includes ceasing to participate in all PRSD activities for those members who are at the top of the pay scale.

NB Members who have not yet completed all the PRSD stages are permitted to continue working their way through these stages up to UPS 3. And 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

Full details of the Industrial action is available on the INTO website, <https://www.into.ie/NI/Publications/Bulletins/BulletinsIndex2017-18/>



NUALA O'DONNELL,
Senior Official

Pay Negotiations and Industrial Action

Throughout the last academic year, INTO has spent an inordinate amount of time in pay negotiations with management. Throughout these negotiations INTO has been continually reminded by management side that while we have pushed for a rise of 5% they were constrained by treasury guidelines and had to stay within the Public Sector Pay ceiling of 1%.

Then during the summer break the DfE (England) announced an up to 3.5% rise for teachers in England. While INTO welcomes a 3.5% uplift and views it as moving towards our own 5% claim that has been 'presented', it does recognise that this is not an across the board rise. INTO is aware that in real terms classroom

teachers on the main pay scale in England will get a 3.5% rise to their pay but higher paid teachers will receive 2% and school leaders will only receive 1.5%.

The institute for fiscal studies agrees that this 1.5% – 2% pay rise is still a below-inflation award and will probably affect around 60% of teaching staff in England.

Nevertheless, this above 1% pay rise coupled with the statement from Liz Truss, the Chief Secretary to the Treasury, recognising a more flexible approach to the public sector pay cap, points to a new dynamic when the pay negotiations reconvene for the 2018/19 academic year. Simply INTO will argue that teachers in the north must not be treated less favourably

than their English colleagues and cannot be constrained by a 1% pay increase.

It is this advice from treasury that will drive INTO's negotiations. Teachers here have, since 2008, seen a steady decline in the power of their earnings and in real terms have received only a 1% pay increase over the last three academic years.

Therefore, INTO must, until a fair settlement is realised, instruct its members to continue with its action short of strike. Accordingly the actions detailed below are still ongoing and should be followed until further notice. However, INTO still reserves the right to increase the action and will, if needed at some future stage, direct the membership to withdraw its labour.

SYSTEM LEVEL

Non-Cooperation with ETI

All members including principals shall not hand over any documentation, discuss any issues, complete teacher questionnaires or teach in front of ETI.

INTO principals are requested not to participate in any meetings with the ETI or distribute parent questionnaires.

Boycott all new (School or System based) initiatives

Members are instructed to refuse to implement any new initiatives and cease to engage in any current initiatives that have not been fully agreed with INTO members. No member can be compelled to take part in any new initiative and the INTO accredited school representative should, after consultation with the members, inform the principal of the INTO members' intentions.

Not to cooperate with the preparation or circulation of Annual Board of Governors report

Principals are instructed not to assist in compiling the Governors report nor should they provide this to any outside agency including DE, ETI or any external agency who seek or request it.

Data to DE and other Outside Agencies

No Teacher or principal should provide ETI, DE or any other outside agency with any data or information requested about the school. (Members should continue to provide annual census data to DE and the monthly returns.)



TOMMY MCGLONE,
Senior Official

Continue to boycott the new Assessment Arrangements

INTO members will not deliver or assess tasks for CCEA assessment.

Teachers can include IT in their schemes of work but they will not be forced to action it.

School Development plan

Principals should limit any School Development plan to one year given the fact that it reflects the single year budget individually provided to each school. The SDP should be for internal use only and should not be forwarded to any external agencies, i.e. CCMS, DENI, EA

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, this can be at home if a teacher so chooses.

Performance Review Staff Development (PRSD):

INTO members should continue with boycott of all PRSD activities. Those members who have not yet completed all the UPS stages should continue with PRSD and be assisted by their colleagues.

Classroom observation

School principals may carry out classroom observations however, they must not be a substitute for PRSD, include all teaching staff, have one agreed target, one week's notice and be limited to one visit per term. Observations cannot be delegated by the principal.

Provide only one written report per pupil per year

All reports should be meaningful and concise. Individual topics/subjects should not exceed 50 words and the total report length should not exceed 500 words per pupil.

Not to attend any meetings outside of teaching hours

INTO members are instructed not to attend any meetings held outside normal contact time. This action includes meetings held before the school day begins and during recognised breaks or lunchtime. This embargo on meetings includes both Prize and Parents' nights.

Not to undertake Administration / Clerical tasks that should be carried

out by clerical or administrative staff:

INTO members, without specific delegated responsibility, are to withdraw from duties such as word processing, photocopying, collecting money and data analysis and storage which should be completed by administrative or clerical staff at schools.

Only provide cover in strict accordance with the Jordanstown Agreement

Cover arrangements should include all available teachers, including all members of Senior Management Teams. Cover for absent colleagues must only be provided within the accepted framework of either the 23.5 or 25 hour pupil contact time.

Only provide, to Principals, annual schemes of work and a copy of their six week /termly planners

There is no statutory requirement for teachers to have daily lesson plans.

Monitoring of Pupils' workbooks (Book Scoops)

Members will make pupil workbooks available to the school principal for internal evaluation and monitoring to a maximum of two requests per year.

Special Needs

Members should, at both system and school level, take due cognisance of any educational or care plan for the young people in their charge who have special educational needs and ensure they are not negatively impacted as a consequence of this industrial action.

Belfast Pride 2018

A sea of rainbow colour was the order of the day for the 27th Belfast Pride parade on 4th August, as this year's parade drew 50,000 people onto the streets of the city for what was the biggest, boldest and brightest parade to date. There were participants from all sectors represented including civil servants, PSNI, business sector, community, voluntary and trade unions.

INTO proudly represented the education sector with a float that carried our members and their family and friends along with our message of support for our LGBTQ teachers and pupils. The strong support that we received was evident as the thousands of onlookers clapped and cheered (and danced along to our music) as we carefully navigated our way up Royal Avenue towards City hall.

'Come out for change,' was the theme of this year's 10-day Belfast Pride festival.

INTO were proud to be once again nominated for a Pride Award for outstanding service to our LGBT members and support for Belfast Pride in the Trade Union Category on launch night at City Hall. Narrowly missing out to a worthy winner, our sterling work continues, and we look forward to next



year's festival with plans for bigger and better already being discussed!

We thank all our members for taking part in this year's pride and ask all our readers of Printout to join us in supporting our LGBTQ members, pupils and families in our school communities.

SEAN KELLY, Belfast West, Branch Secretary

Inadequate budgets continue

On the 22nd August 2018, the press reported plans by the Education Authority, as outlined in a letter between it and the Department of Education, to deal with a predicted funding gap of £58 million.

The authority's initial budget plans for 2018/19 highlighted a number of "difficult choices," it was faced with. These included the removal of school crossing patrols, withdrawing uniform allowances and compulsory redundancies in schools.

While much was made by the press of the proposals in relation to school crossing patrols and the withdrawal of uniform allowances, indeed the headline on the BBC news website read 'Lollipop men and women removal proposal 'unpalatable,' the proposal in relation to compulsory redundancies was largely ignored.

Education funding has been in decline across the north for several years, and while the Education Authority has the luxury of reducing the service it offers to schools in an attempt to balance the books, many schools are now beyond crisis point.

Many essential services which were once the responsibility of the Education Authority have now been delegated to schools, placing undue burden on them, despite them being already under resourced and poorly financed.

In the majority of schools, the budget which they have received has not increased to match the needs of the school. With the reduction in 2017/18 in the AWPU, the incremental entitlement of teachers to move up the pay scale, and inflation, most schools are in a less favourable financial position in real terms than in September 2017. No matter how well schools have managed their budget over recent years, many more will find themselves in deficit by April 2019.

Both the Education Authority and the Department of Education believe that the most effective way for schools to reduce

costs is to decrease the work force. This was highlighted in the media when it was further reported from a leaked letter;

"The latest information indicates that schools could overspend their allocations by some £30m after £20m of savings and income generation."

"Costs can only be reduced by reducing staff numbers."

At least the author of the letter had the good grace to finally admit;

"In many cases further reductions cannot reasonably be made without impacting educational outcomes and experiences."

This will not be news to anyone who works in the education sector. The effects of these reductions are already taking its toll on the health and well-being of teachers, principals and all who work in our schools.

Where a school reduces its work force due to budgetary restrictions, there is a knock-on effect on the rest of the staff within the school. Class sizes will increase, putting an added burden on teachers, and in some schools it will become necessary to composite classes. While the amount of tasks that require to be completed remains the same, the number of teachers performing these tasks reduces, leading to an increase in workload for class teachers, heads of departments and school leaders. Many teachers who have held teaching allowances for the core subjects are requesting to give these up, because the workload, expectation and responsibility they carry, especially in light of ETI outcomes, is not reflected in the remuneration they receive. This will

inevitably lead to an increase in workload for colleagues.

One of the major changes in recent years is the number of teachers who have opted for part time working. While in many cases teachers elect to reduce the days they work for family or caring reasons, many teachers are reporting that they want to reduce the days that they are available to teach to allow a day at home to keep up with the expected

planning, preparation and marking, thus allowing the opportunity to keep their weekends free for time with their families. In reality, due to their increased workload and the threat to their health, they are prepared to do five days' work for four days' pay. This is an unacceptable situation that must be challenged.

School leaders and teachers have for many years made this broken system work, by finding ways to succeed despite being chronically under resourced and over

worked. The point has now arrived where this is no longer an option. If the situation remains as it is, more teachers will require time off due to illness, which will lead to even greater demands on school budgets, causing more redundancies and the cycle will continue. It is imperative that the frontline services are fully funded, thus reducing the pressure on school leaders and teachers, and allowing them time to perform their core duty. This would increase the chances of all school age children to reach their full potential.

It is time that the budget received meets the needs of the school, rather than the school trying to manage within the confines of an inadequate budget.



MARK MCTAGGART,
Assistant Northern Secretary



Working in the Republic of Ireland

Teachers who wish to work in the Republic of Ireland (ROI) need to be registered with the Teaching Council. This process which includes your vetting can take up to 12 weeks from receipt of all relevant documentation.

I thought it would be useful to ring up the Teaching Council just to enquire as to what exactly a teacher in Northern Ireland (NI) needed to do to be able to work in the Republic of Ireland.

To my surprise it seemed quite straightforward, mind you I didn't actually go ahead and fill out the necessary forms.

If you are a teacher wishing to teach in the ROI you need to be registered as a teacher similar to being registered as a teacher with the General Teaching Council for Northern Ireland (GTCNI).

Step 1: Go onto the Teaching Council website www.teachingcouncil.ie Scroll down and under the Registration



heading click on the Download Application Forms.

Step 2: Select Forms and then select

"Registration Forms including Qualification Assessment."

Step 3: Choose Primary Teacher or Post-Primary Teacher application form and fill form in.

The form has a section called Irish Language Requirement Option which basically allows you 3 years to get an Irish language certificate which when achieved will allow you to remain registered as a teacher in the ROI with the Teaching Council.

Once the form is completed then you also need to go to the Vetting section on the Teaching Council website www.teachingcouncil.ie and select Guide for Applying for Vetting and proceed to complete the form.

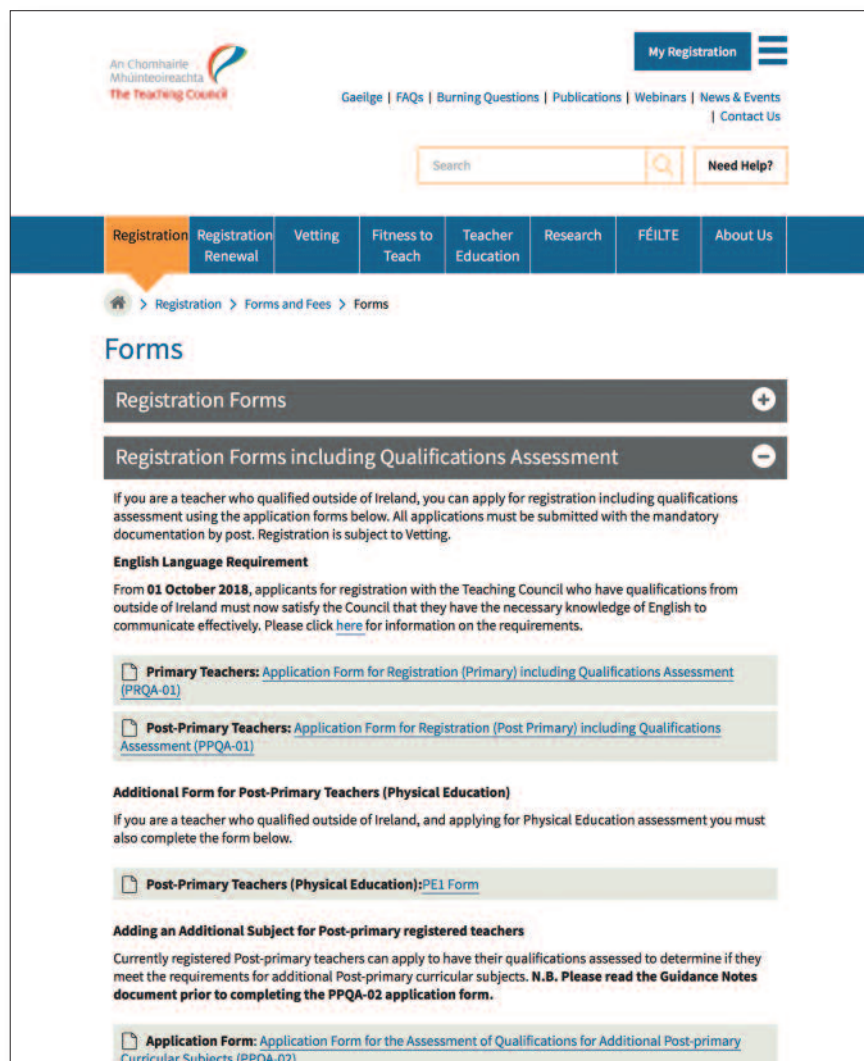
Once you have the registration and vetting forms completed, then send all relevant documents to the Teaching Council who will duly process your application.

The really good news is that for a teacher in NI applying to teach in the ROI the fee is only €90 if you are a primary school teacher and €90 plus €100 per subject for a post primary teacher. The other good news is that although processing applications can take up to 12 weeks when all relevant documentation has been received, the nice lady on the phone said that applications from NI teachers are generally being processed quicker than that! However, the length of time to process an application depends also on the volume of applications the Teaching Council are dealing with.

If you are applying to work in the Republic of Ireland I hope this information helps you. The most important thing to remember is that for a primary teacher who has completed a programme of teacher education outside Ireland, an Irish Language Requirement condition normally applies to his/her registration (an exception to this is teachers who have completed the bilingual Bed course in St Mary's University College.) You can either complete an aptitude test (SCG – An Scrúdú le hAghaidh Cáilíochta sa Ghaeilge) or an adaption period (OCG – Oiriúnú le hAghaidh Cáilíochta sa Ghaeilge), which confirms your competence to teach the Irish language. A maximum of three years is permitted to satisfy the Irish language Requirement.

For a post-primary teacher, you are required to gain a knowledge and understanding of the history and structure of the Irish education system. This can be done by successfully completing an aptitude test (facilitated twice yearly by the Teaching Council) or an adaptation period in the history and structure of the Irish education system.

PAUL GROOGAN INTO, Trade Union Official



The screenshot shows the Teaching Council website. At the top, there is a navigation bar with links for Gaelige, FAQs, Burning Questions, Publications, Webinars, News & Events, and Contact Us. Below this is a search bar and a 'Need Help?' button. The main menu includes Registration, Registration Renewal, Vetting, Fitness to Teach, Teacher Education, Research, FÉILTE, and About Us. The 'Registration' section is highlighted, and the 'Forms' sub-section is selected. Under 'Forms', there are two main categories: 'Registration Forms' and 'Registration Forms including Qualifications Assessment'. The 'Registration Forms including Qualifications Assessment' section is expanded, showing a list of forms: 'Primary Teachers: Application Form for Registration (Primary) including Qualifications Assessment (PRQA-01)', 'Post-Primary Teachers: Application Form for Registration (Post Primary) including Qualifications Assessment (PPQA-01)', 'Additional Form for Post-Primary Teachers (Physical Education)', and 'Post-Primary Teachers (Physical Education): PE1 Form'. There is also a section for 'Adding an Additional Subject for Post-primary registered teachers' with an 'Application Form: Application Form for the Assessment of Qualifications for Additional Post-primary Curricular Subjects (PPQA-02)'.

The year ahead– by the new Northern Chair

It is with a strange mixture of feelings I am beginning my year as Chairperson of Northern Committee. These include feelings of nervousness and apprehension along with determination, confidence and a sense of anticipation.

For the past six years I have been the Principal of Holy Rosary PS. It is a very happy, diverse school in terms of language, religion and culture and I work with a great staff. I have a wide range of experiences as a teacher, Senior Leader and Principal in a variety of schools for over 25 years which I bring to my role as Chairperson of Northern Committee.

My involvement in the INTO goes back two decades. I have held positions such as School Rep and Branch Secretary. I served on the Northern Committee for a few years as Southern Area Primary Rep before becoming a member of the Benefit Funds Committee around 13 years ago. I am currently the Chairperson of the BFC and also a Trustee of the INTO. I have also been a member of the GTC(NI) and I have been a Governor of St. Mary's University College.

I suppose with the passage of time we all clarify for ourselves what we see as being important in education and how schools should be organised. I have the very clear view that we can successfully educate children through focusing on the teaching staff by providing them, the time to do the job, the training that's needed for the job and the resources to do the job. If we do this the outcomes for the pupils will inevitably improve.

In the current educational environment, I am amazed at the manner in which schools are implementing School Development Plans without support from DE or EA. This is

a credit to schools, but we should ask, at what cost to teachers especially in the context of an uncontrolled and spiralling workload. This workload sometimes goes unmeasured against the Workload Agreement, agreed by Management and Unions. When was the last time you were asked by whoever has line management responsibility for your work, be it a member of SLT, the Principal or the Chair of Governors, exactly how many hours a week you are working? When was the last time you were told not to work so hard in case you make yourself ill or just to leave your work and go home and pick it up again tomorrow because you have had a very difficult day? There are many school leaders who take workload issues very seriously. However, there are others in positions of responsibility in schools that will ignore workload issues entirely and simply expect teachers and leaders to work in a manner that will inevitably lead to ill health and burn out.

I am also amazed at the determination of our members to stand strong in relation to industrial action. In many ways the industrial action is resulting in sensible working patterns being forced on schools. The complaint from some schools that they are finding it harder to meet the needs of the children as a result of industrial action is totally misdirected. Education has never been funded

adequately. The problem for this lies with the Department of Education and the Government. You have to see the worth in something to pay for it. The current levels of funding of education indicates that the Government does not see the worth in it. Thankfully the industrial action is keeping funding issues to the fore.

In the year ahead I expect that Industrial Action will take up a lot of my time. Teachers not only deserve, but more importantly for household finances, they need an increase in salary. I am also very

concerned about the lack of professional support for an increasing number of teachers and school leaders who are dealing with ever more emotionally challenging pastoral issues. Teachers and school leaders should have the same access to debriefing in relation to their work as counsellors have. Too many teachers are suffering and buckling with emotional stress and something needs to be done.

Overall however, my thoughts keep coming back to the importance of the INTO as a successful,

growing organisation that is member led. The fact it is member led is the key strength that we must continue to develop in the year and indeed the years ahead. If I can make an impact in relation to this I will be delighted.



PADDY McALLISTER,
*Northern Committee
Chairperson*

**PADDY McALLISTER, Northern Committee
Chairperson**

Vere Foster Medal Winner

Paddy McAllister presents the Vere Foster Medal to Zoe Cummings, 2018 winner, at the Stranmillis University College Graduation Celebration held on 3 July 2018





2019 INTO Art Competition

The ongoing success of the Art Competition provides an opportunity for INTO to showcase the artistic talent of its members. This may be the year you enter for the first time and it could be your year! Entrants have the choice of submitting a work, in two-dimensions, either painted, drawn or using mixed media. Each entry, a

maximum of two per entrant, should be based on one of the following themes:

People - Animals - Landscape - Seascape - Cityscape - Abstract

One overall winning entry will be chosen by a judging panel. The overall winner (and highly commended entry) will be announced at the 2019 Vere Foster Lecture.

This annual event is usually held in May, at Vere Foster House, College Gardens, Belfast. All entries will be included in a future Printout feature. For further information on the competition please email infoni@into.ie or telephone 02890381455.

Winning entry – £500

Highly Commended – £250

2019 ART COMPETITION

Application Form for Submission of Work/s

Please complete and return this form to Northern Office.

Entrants must submit a good quality photograph of their work/s, with this form, by 12 noon on Monday, 29 April 2019

Works without a corresponding application form will not be accepted.

First Name	Surname	Home Address		
Member Number	Branch			
Email	Mobile	Town/City	County	Postcode

If submitting more than one entry please note the maximum of two entries per member

Title of Work		Title of Work	
Choice of Theme		Choice of Theme	
Medium	Dimensions	Medium	Dimensions

I have read and agree to the conditions of entry and the INTO Data Privacy Policy. Please tick ☐

Pieces submitted for consideration by the panel should be original works by the artist named, and should have been completed within the past 5 years. All entries are subject to selection. Winners will receive a cash prize but no additional monies. Winning entry will become the exclusive property of INTO. INTO retains its discretion to reject works considered objectionable or contrary to the aims and objectives of INTO. INTO will take all due care with entries but INTO accepts no responsibility for the damage, loss, theft, or accident, of any kind, from any cause. INTO reserves the right to make any further adjustments deemed necessary. The panel's decisions are final. All entries will be included in a future Printout feature.

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Café Smart, Belfast
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Cinnamon, Dundonald
Citigolf, Belfast
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Clear Day Nurseries, Belfast & N'abbey
Clements, Belfast
Colin Glen Trust, Belfast

Cotswold Outdoor, Belfast
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 The Eglantine, Belfast
 The Gregory, Belfast
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 The Ramp House, Belfast
 The Spa at La Mon, Belfast
 The Spa at the Merchant Hotel, Belfast
 the street, Belfast & Newtownabbey
 The Wellie Bar & Grill, Belfast
 Thirty Six, Belfast
 Timeless Beauty Clinic, Newtownabbey
 Total Hockey, Belfast
 Tribal Burger, Belfast
 Ulster Orchestra, Belfast
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 LivingWell Health Club, Templepatrick
 Lowry Jewellers, Lisburn
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 Marine Hotel, Ballycastle
 McDonald's, Valid at all NI branches

Menarys, Valid at all NI branches
 Monkey Business, Ballymena
 Old Bushmills Distillery, Bushmills
 Ollar Hair Team, Ballyclare
 Ollie's, Carrickfergus
 Outdoor Adventures NI, Ballymena
 Patterson's Spade Mill, Templepatrick
 Pizza Hut, Lisburn
 Portrush Atlantic Hotel
 R F Linton and Sons, Ballymena
 Roar and Explore, Dunmurry
 Robert Adair Jewellers, Ballymena
 Robinson's Shoemakers, Carrickfergus
 Royal Court Hotel, Portrush
 Ruby's Bar, Antrim & Larne
 Sams Yard, Ballymena
 SD Kells, Valid at all NI branches
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 Shock Nails, Ballymena
 Spruce Meadows, Lisburn
 Style n Sport, Ballymena
 Templeton Hotel, Templepatrick
 The Bank House Café, Whitehead
 The Belltower Restaurant, Ballymoney
 The Benra Grill, Whitehead
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Armatile, Armagh
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C5 Clothing, Derry
Cafe Piazza, Limavady
Campsie Karting & Paintball, Derry
Carrowmena Activity Centre, Limavady
Chaps/Subzero, Limavady
City Hotel, Derry
City of Derry Golf Club, Derry
Claudy Cycles, Derry
Cloud Nine Beauty, Coleraine
Coleraine Leisure Centre, Coleraine
Crawford Fitness, Derry
Creggan Country Park, Derry
Crown Decorating, Coleraine
Da Vinci's Hotel, Derry
Different Class, Derry
Domino's Pizza, Valid at all NI branches

County Down

Ann's Beauty & Spa Supplies, Newry
Argento, Valid at all NI branches
Ark Open Farm, Newtownards
Armatile, Newry
Art & Home, Holywood
Bags of Bounce, Bangor
Balloo Hire, Bangor & Lisburn
Bangor Aurora Adventure World, Bangor
Berling Boutique, Newry
Blackwood Golf Centre, Bangor
Blue Inc, Valid at all NI branches
Bogart Menswear, Newry

Therapy Style Studio, Bushmills
Trim Tone Tan, Ballymoney
Unite Gym, Ballymena
Upton Grill Room, Templepatrick
Vanilla, Lisburn

Escape Room, Lurgan
Faith Jewellers, Craigavon & Portadown
Flexion Fitness, Craigavon
Focus Gym Ltd, Craigavon
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Gosford Karting, Markethill
HSS, Valid at all NI branches
Indian Tree, Craigavon
Intersport House of Sport, Portadown
Jays Brow Bar, Valid at all NI branches
Karine and Co, Armagh & Craigavon
Lila's, Armagh
McDonald's, Valid at all NI branches
McQuillans Menswear, Portadown
Menarys, Valid at all NI branches

Downhill Demesne, Castlerock
Dulux Decorator Centres, Derry
DV8, Valid at all NI branches
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energie Fitness Club, Coleraine
Everglades Hotel, Derry
Faughan Valley Golf Club, Derry
Foyle Golf Centre, Derry
Garden Vogue, Derry
Grain & Grill Bar and Restaurant, Derry
Groarty House and Manor, Derry
HSS, Valid at all NI branches
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Jays Brow Bar, Valid at all NI branches
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Ken Young Menswear, Coleraine
Kular Fashion, Derry
Maldron Hotel, Derry
McDonald's, Valid at all NI branches
Menarys, Valid at all NI branches
Moyola Park Golf Course, Castledawson
Only Skin Deep, Kilrea
Paolos Pizzas, Derry
Patricia McCormack Flowers, Derry
Pyke 'N' Pommes, Derry

Bokhara Bangor, Bangor
Bookends Bookshop, Bangor
Bow Bells, Donaghadee
Bows Boutique, Newry
Cafe Creme, Newcastle
Captain Cooks, Banbridge
Castle Espie, Comber
Castle Ward, Strangford
Charlotte's Web Florist, Newcastle
Clandeboye Golf Club, Newtownards
Clear Day Nurseries, Bangor
Clover Hill Golf Club, Newry

Vogue, Valid at all NI branches
Water Babies, Valid at all NI branches
Waveney Eye Care NI, Ballymena
Whitehead Golf Club, Whitehead
World Of Wonder, Carrickfergus

Oasis Beauty Clinic, Portadown
P.M. Spray Tanning, Moira
Pot Belly Restaurant, Gilford
Release Massage Therapy, Craigavon
Rogers Toymaster, Portadown
Sallywags Party & Play Centre, Lurgan
SD Kells, Valid at all NI branches
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Sheelagh McBride, Armagh
Skye Fitness, Craigavon
Tandragee Golf Club, Tandragee
The Craic'd Pot Coffee House, Armagh
The Navan Centre & Fort, Armagh
The Zip Yard, Valid at all NI branches
Vogue, Valid at all NI branches
Warehouse Gym, Portadown

Raw Muscle Derry, Derry
Red Duck Diving, Castlerock
Roe Valley Cycles, Limavady
Sass & Halo, Derry
Se7en, Limavady
Skydive Wild Geese, Garvagh
Springhill, Moneymore
Suede Hair & Beauty, Derry
T Sports, Coleraine & Portstewart
The Belfray Country Inn, Derry
The Crannagh Complex, Coleraine
The Gift Box Derry, Derry
The Grange B&B, Coleraine
The Pickled Duck Café, Derry
The Real Health Store, Coleraine
The Spa on Pump Street, Derry
The Zip Yard, Valid at all NI branches
Thompson's Restaurant, Derry
Tower Museum, Derry
Veronica's Boutique, Derry
Vogue, Valid at all NI branches
Waterside Theatre & Arts Centre, Derry
White Horse Leisure Centre, Derry
Yoga & Pilates Centre, Derry

Coco's Adventure Playground, Newcastle
Comber Tandoori, Comber
Connolly Shoes, Downpatrick & Newry
Cordners, Newtownards
Cross Functional Fitness, Warrenpoint
Crown Decorating, Bangor
Culloden Estate and Spa, Holywood
Curran's Bar, Ardglass
Curves, Newtownards
Domino's Pizza, Valid at all NI branches
Donaghadee Golf Club, Donaghadee
Donard Hotel, Newcastle

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Down Leisure Centre, Downpatrick
Dunhill Cottage, Hillsborough
DV8, Valid at all NI branches
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Edenmore Golf Club, Craigavon
Elysium Gym, Bangor
Essence at the Health Store, Newcastle
Essence of Beauty, Kilkeel
Exploris Aquarium, Portaferry
Fashion Pharmacy, Holywood
FIT Banbridge, Banbridge
Floral Creations, Comber
Funky Monkeys, Valid at all NI branches
Funny Farm Adventures, Castlewellan
Hammer Fitness NI, Ballynahinch
Harbour House, Newcastle
Holywood Golf Club, Holywood
HSS, Valid at all NI branches
IMC Cinema Banbridge, Banbridge
Jack Murphy Jewellers, Newry
James V Kelly, Newry
Jarrah Cafe, Newtownards
Jays Brow Bar, Valid at all NI branches
Jem Swim School, Holywood & N'ards
JJ Donnelly, Ballynahinch & Downpatrick
Jump Boxx NI, Banbridge
Kilkeel Leisure Centre, Kilkeel
Kilmorey Arms Hotel, Kilkeel
Kim On In, Downpatrick
Kirkistown Castle Golf Club, Newtownards
Koko, Newtownards

Lilis Chinese Restaurant, Bangor
Linen Hill Kitchen & Deli, Banbridge
Little Kingdom Kids, Bangor
Lowry Jewellers, Banbridge
Lyons Karting, Hillsborough
Maghera Inn, Castlewellan
Marine Court Hotel, Bangor
Maya Cafe Company, Newry
McDonald's, Valid at all NI branches
Menarys, Valid at all NI branches
Mount Stewart, Newtownards
Mountpanther Farm Park, Downpatrick
Mourne Lodge, Kilkeel
Newcastle Parks, Newcastle
Newry Leisure Centre, Newry
Niki's Kitchen Cafe, Newcastle
North Down House, Comber
Number Seven, Newry
Oceanis Health & Fitness Club, Bangor
Porky's Grill, Bangor
Revivals Indian Restaurant, Hillsborough
RoCo Boutique, Holywood
Romas First Floor Bistro, Newtownards
Rosie's Closet, Newry
Rowallane Garden, Saintfield
Ruffles Boutique, Newcastle
Saint Patrick Centre, Downpatrick
Saints Cafe, Saintfield
Saltwater Brig, Kircubbin
Sallywags Play Centre, Banbridge
Scarlet and Crimson, Holywood

Scrabo Golf Club, Newtownards
SD Kells, Valid at all NI branches
Sheridan Bakery, Bangor
Shoefair Sports, Banbridge
Slice of Heaven, Donaghadee
Slieve Donard Resort & Spa, Newcastle
Snakes N Ladders, Bangor
Spice of India Newry, Newry
St Colman's Sports Complex, Newry
Style Gallery Clothing, Lisburn
Sugarcane Cafe Bistro, Comber
Tavey Menswear, Newry
The Courtyard Gallery & Shop, Bangor
The Curious Fox, Craigavon
The Echlinville Distillery, Newtownards
The Fun House, Newry
The Goat's Toe, Bangor
The Gym Guru, Newry
The GYM Newry, Newry
The Jamaica Inn, Bangor
The Recovery Room, Banbridge
The Yoghurt Tree, Bangor
The Zip Yard, Valid at all NI branches
TJ'S JEMS, Castlewellan
Total Hockey, Banbridge
Tropicana, Newcastle
Turnip House Tearoom, Castlewellan
Urban Café, Castlewellan
Vogue, Valid at all NI branches
Water Babies, Valid at all NI branches
Wildfowler Inn, Greyabbey

County Fermanagh

Arch House B&B, Enniskillen
Arch House Restaurant, Enniskillen
Argento, Valid at all NI branches
Belleek Pottery Visitor Centre, Fermanagh
Belmore Court & Motel, Enniskillen
Blue Inc, Valid at all NI branches
Castle Coole, Enniskillen
Domino's Pizza, Valid at all NI branches
DV8, Valid at all NI branches

Enniskillen Golf Club, Enniskillen
Florence Court, Enniskillen
Franco's Restaurant, Enniskillen
Inishkeeragh Lodge, Broughshane
Killyhevlin Healthclub, Enniskillen
Killyhevlin Lakeside Hotel, Enniskillen
Kove, Enniskillen
Lakeland Karting, Kesh
Lusty Beg Island, Kesh

McDonald's, Valid at all NI branches
SD Kells, Valid at all NI branches
Share Discovery Village, Lisnaskea
Shuphoric Shoes, Enniskillen
Sloans Shoes, Enniskillen
The Enniskillen Hotel, Enniskillen
The Lakeside Grill, Enniskillen
The Zip Yard, Valid at all NI branches
Vogue, Valid at all NI branches

County Tyrone

Action Extreme NI, Newtownstewart
Adventure Tours International, Strabane
Allens of Caledon
Argento, Valid at all NI branches
Barboni's, Omagh
Barrontop Farm, Strabane
Bejeweled@Soul, Strabane
Blue Inc, Valid at all NI branches
Cardio Health NI, Coagh
Carleton Restaurant, Clogher
Cilento, Strabane
Club Riviera, Cookstown
Coalisland Foot Clinic, Dungannon
Corick House Hotel & Spa, Clogher
Corner Cakes, Cookstown
Crown Decorating, Dungannon
Domino's Pizza, Valid at all NI branches
Dungannon Golf Club, Dungannon

DV8, Valid at all NI branches
Fit For Life & Club Energy, Omagh
Frank McGirr, Coalisland
Funky Monkeys, Valid at all NI branches
Glenavon House Hotel, Cookstown
Healthy Bon Fitness Club, Strabane
HSS, Valid at all NI branches
Hurtlocker Fitness Strabane, Strabane
Intersports Superstore, Cookstown
Janet McCleary Optometrist, Dungannon
JC Fitness, Coalisland
La Bella Hair, Omagh
McDonald's, Valid at all NI branches
McGoldrick Sports, Strabane
Menarys, Valid at all NI branches
Newtownstewart Golf Club, Omagh
Omagh Golf Club, Omagh
Omagh Leisure Complex, Omagh

Orba Health & Wellbeing, Omagh
Paolos Pizzas, Strabane
Saretta Boutique, Dungannon
SD Kells, Valid at all NI branches
She Ladies Boutique, Omagh
Spa at Corick House Hotel, Clogher
Strabane Golf Club, Strabane
The Argory, Dungannon
The Cellar Restaurant, Cookstown
The Charm Inn, Omagh
The Millcourt, Coalisland
The Ritz Multiplex, Cookstown
The Topsy Cow, Fivemiletown
Tru Glory, Strabane
VANITY Hair & Beauty, Strabane
Vogue, Valid at all NI branches
Wellbrook Beetling Mill, Cookstown

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Down Branch fund raiser

INTO staff members organised a very enjoyable pub quiz in the Harbour Inn at

their Branch meeting to raise funds for two very worthy causes – BRC1/2 Cancer

Research and Mourne Mountain Rescue Service. £310 was raised in all.



Dympna Mc Peake (INTO) and Paul Boyd (Branch Secretary) presenting a cheque to Rachel Ketona from Queens University.



Susan McMullan (INTO) presents a cheque to Neville Wilson and Martin McMullan from Mourne Mountain Rescue.

At UUC PGCE Recruitment Fair

Theresa Devenney and Alastair Donaghy NEU, Leigh Cooper and Rebekka Gilpin UTU, with Helen Mawhinney and Paddy McAlister INTO



Save the NHS protest was held in Belfast on Saturday, 30 June, to mark the 70th anniversary of the National Health Service



Gerry Murphy, NIC ICTU Chairperson speaking at the protest.

President Michael D. Higgins leads tributes to INTO on 150th Anniversary



Joe Killeen, INTO President, Michael D Higgins, President of Ireland, Niamh Puirseil, historian and author, and Sabina Coyne-Higgins.

Speaking at the unveiling of a permanent plaque at Vere Foster House, President Michael D. Higgins led a rousing tribute to the work of the Irish National Teachers' Organisation over its 150 years of advocacy.

Michael D. Higgins addressed guests including the President, past presidents, members and staff of the INTO as it celebrates its 150th anniversary.



Michael D Higgins unveils a plaque in INTO Head Office, Dublin, with Joe Killeen, INTO President, Sheila Nunan, INTO General Secretary, and Sabina Coyne-Higgins.



INTO/UTU Sponsorship

Belfast Primary Schools' Football Association team track suits and kit bags jointly Sponsored by INTO and UTU

With the team ... Carney Cumper, UTU President, and Paddy McAlister, Northern Committee Chairperson

Hope is very important

My name is Pauline Mc Cartan. I've been a teacher since 1990. I've been very happily married to Felix for 21 years and have 3 healthy children, a boy Frank and two girls Marie Therese and Roseanne. A year ago my world was falling apart before my eyes at an alarming rate.

My husband Felix had respiratory and lung problems since he was a teenager. In later years the disease progressed, finally robbing him of the ability to breathe unaided and he was living on oxygen full time. Existing on oxygen would be a more apt description, as lung disease robs you of all independent living as the simplest of tasks becomes challenging. His only cure was to get a double lung transplant and time was running out.

As a family we have a very happy and easy going home. Felix has a great sense of humour and there was and is a huge amount of laughter in our house. The prospect of not having him about to continue with the joint rearing of our children, was not something I wanted to contemplate. To cope I blocked out this reality and kept praying for the miracle cure, telling myself, my children and everyone else that we were going to get him fixed. I had to do this, I had to believe it. At times this was very difficult, particularly when others were pessimistic. The fear of my children hearing that their daddy was on his way out, when I kept telling them otherwise, was in private moments more than I could cope with.

In October 2017, Felix was a shell of the man he was. We were playing a waiting game, waiting for the phone call and donor that was to change his life. The home became a place where nurses and physiotherapists alternated daily, endeavouring to maintain his level of fitness and health as best they could. Felix himself was very determined to be as fit as he could for the operation, diligently doing his exercises daily with Herculean effort.

By this stage I had town and country praying for Felix to get his donor. A very dear aunt of mine, Aunt Eileen was a great support and kept telling me that he would be alright. I can't explain the importance of actually having someone say that to you when you are in this position. It gives you hope and hope is very important. This dear aunt died and was buried on 3rd



For the next precious days, Felix and I had some great quality moments together. He did his exercises with determination, winning the respect of the doctors. By Wednesday a donor had been found.

November 2017. That same night Felix really took a turn for the worse. He was admitted to I.C.U in Craigavon area hospital. A bed was provided for me to stay beside him. The next morning a medical squad took me aside and told me my husband's days were numbered. I still had hope and I told them that I had

buried a saint the previous day who was working for us and that if they got us to England my man would be saved. The reality at this point was that Felix was too sick to fly. That was on a Friday morning. Miraculously by Sunday night Felix got the o.k. to fly and on the Monday morning he was flown by air ambulance to the Freeman hospital in Newcastle upon Tyne, where the transplants take place. A consultant accompanied us on our journey as Felix was so critically ill.

When we arrived at the hospital we were introduced to Dr. Gerry Meachery whose decision it was to bring Felix over and we will be eternally grateful to him for the chance that he gave us. Within ten minutes of that introduction we were told that if Felix didn't get a matching donor soon he would die in Newcastle. I shook his hand, thanked him for the chance and told him that wasn't going to happen. In retrospect I think he thought I was on cloud cuckoo!

For the next precious days, Felix and I had some great quality moments together. He did his exercises with determination, winning the respect of the doctors. By Wednesday a donor had been found. We got Felix all prepared to go only to be told that the lungs were not in good working order. I was relieved to know that they were fussy and that the best was yet to come. On the morning of 12th November 2017, I was walking along the corridor when Dr. Meachery met me and told me that another donor had been found. I was so excited and relieved. I ran up to Felix and we waited. Then all of a sudden, Kirsty the co-ordinator nurse came in and it was all systems go. Down to the theatre we went. I asked Kirsty what the new lungs were like, "they're beautiful" she said. Then the doors opened, I kissed my husband and he was in the hands of a very talented group of surgeons directed by God. The next ten hours were vital. I went back to my flat and waited for the phone call. At ten past eleven I was called up to see Felix in I.C.U. He was in a coma and on a life support machine. I whispered to him that he was alive and although he can't recall he stroked my hand. I went home in the early hours relieved and grateful. The next morning when I went in to see Felix he

was sitting up eating toast and drinking tea. I was told to expect him to be in I.C.U. for up to two weeks. Felix was there for one day. What an immediate transformation. He could breathe again, unaided. He could talk and converse. He had me and the nurses in stitches with his quick wit and humour. Within days he was singing all his old songs that he hadn't the puff to sing for months. The transplant literally gave my man back his life. We will thank God every day for the donor.

Why am I sharing this with fellow I.N.T.O members? I want to raise awareness and get more names on the donor register. Our schools radiate into our communities and there is a huge potential for getting more donors through schools. There are

lots of teaching resources and lesson plans available on www.nhsbt.nhs.uk

You can contact marketing.comms@nhsbt.nhs.uk to order donor registration leaflets.

If our schools were to advertise and



hold a donor drive or even distribute registration leaflets within our communities what great and beautiful things might come from that?

We were very lucky. On our journey we met others who were also critically ill, waiting for donors and living in the hospital. One lady was living in the Freeman hospital for 6 months before she finally got her heart donor. Others were not so lucky, like a teenage girl we befriended who died on the waiting list. The more names on the donor register the more hope there is for people waiting and as I said before, hope is very important.

PAULINE MCCARTAN, Principal, St Anthoony's Primary School, Craigavon

NURSERY & PRIMARY SCHOOL PROGRAMMES

HEALTH ACTION HEROES QUEST TO SAVE THE MAGICAL KINGDOM!

This year in our Mambo and Jazz school session, Action Cancer's Health Action Heroes continue their quest to save the Magical Kingdom, with key messages including healthy eating, exercise, safety in the sun and the dangers of smoking.

This interactive fun session is suitable for nursery and key stage one pupils. It covers a range of topics through games and physical activities where the children learn important information to inform their health choices. There is also a resource pack for teachers to continue their learning.

Suitable for: Nursery (age 4+) & Key Stage 1

Duration: 60 Minutes

Capacity: Max. 30 pupils

Large hall or open space is required.

TWO WEEK PRIMARY HEALTH ACTION PROGRAMME

An interactive workshop which covers four key topics including the dangers of smoking and drinking alcohol, the importance of a healthy balanced diet, the impact of being physically active and how to stay safe in the sun.

Suitable for: Primary 4 to Primary 7

Duration: 2 weeks, 1 hour each week

Capacity: Max. 30 pupils

Large hall or open space is required.

Action cancer

Saving Lives Supporting People

Supported by

Centra

PEOPLE SAID:



“ Super programme – appropriate level. Kept children's attention. Great – thank you.

“ The best part was knowing that exercise is fun and it's easy to be healthy



“ This is a fantastic programme and our school would like to re-run the same programme again next year

ONLY AVAILABLE IN NORTHERN IRELAND

For more information or to check availability, please email appointments@actioncancer.org or phone **028 9080 3370**



www.actioncancer.org

INTO Training Courses 2018-19

Term 1

Social Media Training Course

(3 days) (OCN accredited) – 8, 9 & 17 October 2018

This course is available to all INTO reps and members. It is designed to raise awareness of the difficulties members and reps may encounter with utilising social media, provide information on relevant legislation and consider ways to defend against disciplinary action for alleged misuse of social media. The course will also look at the implications of social media being used against members and schools.

Induction Course for New School Reps (SR1) (Derry) – 23 October 2018

This is a one-day induction course for all new INTO School Representatives and will provide initial training on the role and responsibilities of the rep as well as an update on current issues.

Induction Course for New Health & Safety Reps (HS1) – 6 November 2018

This is a one-day induction course for all new INTO Health & Safety Representatives

and will provide initial training on the role and responsibilities of the rep as well as an update on current issues.

School Reps Training x 2 Days

(SR2) – 22 & 29 Nov 2018

This course is suitable for INTO reps who have completed the induction training for school reps. The 2-day course covers union structures, recruitment, dealing with members' queries and representation, negotiation and casework skills.

Term 2

Union Learning Reps Stage 1

(3 days) (OCN accredited) – 22, 23 & 29 January 2019

This is a new course, designed to identify learning needs of members in schools and promote learning in the workplace. INTO will be seeking to identify and train new 'Union Learning Reps' ULRs to analyse training needs of members in their school, provide information to members on training matters, promote the value of learning and training and consult with the employer about carrying out training.

Induction Course for New School Reps (SR1) (Belfast) – 12 February 2019

This is a one-day induction course for all new INTO School Representatives and will provide initial training on the role and responsibilities of the rep as well as an update on current issues.

Aspiring School Leaders: Applying for Your First VP/P Post – 14 March 2019

This course is suitable for all INTO members applying for their first vice-principal or principal post. It will assist you in filling in the application form and interview techniques.

Health & Safety Rep Training (2 days) – 26 & 27 March 2019

This 2-day course is suitable for INTO Health and Safety Reps who have completed the induction course for INTO Health and Safety Reps. It will cover the role and responsibilities of the INTO Health and Safety Rep, an understanding of health and safety legislation and how this can be interpreted in the workplace.

Schedule of INTO Training Courses 2018–19

Term 1

Date	Time	Course	Delivery	Closing Date
8, 9 & 17 Oct '18	9.30am–3.30pm	Social Media Training Course (3 days) (OCN accredited) INTO Northern Office	ICTU	1 Oct 2018
23 Oct '18	9.30am–3.30pm	Induction Course for New School Reps (SR1), City Hotel, Derry	INTO/UTU/NEU	15 Oct 2018
6 Nov '18	9.30am–3.30pm	Induction Training for New Health & Safety Reps, INTO Northern Office	INTO/UTU/NEU	22 Oct 2018
22 & 29 Nov '18	9.30am–3.30pm	School Reps Training x 2 Days (SR2), INTO Northern Office	INTO/UTU/NEU	13 Nov 2018

ICTU Training Courses available to INTO members

15, 22 & 29 Oct '18	9.30am–3.30pm	Handling Grievances, (3 days), (OCN accredited) ICTU Office Belfast	ICTU	28 Sept 2018
9, 16 & 23 Nov '18	9.30am–3.30pm	Dealing with Stress and Bullying (3 days) (OCN accredited) ICTU Office Belfast	ICTU	26 Oct 2018
19 & 26 Nov & 3 Dec '18	9.30am–3.30pm	Tackling Prejudice and Discrimination (3 days) (OCN accredited) ICTU Office Belfast	ICTU	26 Oct 2018
27 Nov, 4 & 11 Dec '18	9.30am–3.30pm	Negotiation and Communication Skills (3 days) (OCN accredited) ICTU Office Belfast	ICTU	1 Nov 2018

Term 2

22, 23 & 29 Jan '19	9.30am–3.30pm	Union Learning Reps Stage 1 (3 days), INTO Northern Office	ICTU	14 Jan 2019
12 Feb '19	9.30am–3.30pm	Induction Course for New School Reps (SR1) Belfast, INTO Northern Office	INTO/UTU/NEU	29 Jan 2019
14 Mar '19	3.00pm–5.00pm	Aspiring School Leaders: Applying for Your First VP/P Post INTO Northern Office	INTO/UTU/NEU	7 Mar 2019
26 & 27 Mar '19	9.30am–3.30pm	Health & Safety Rep Training II (2 days), INTO Northern Office	INTO/UTU/NEU	8 Mar 2019



Working together for teachers

INTO-UTU PRE-RETIREMENT SEMINARS

With Presentation by Platinum Financial Services

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Seminar	Date	Time	Venue
RS1	Tues 20 November 2018	4.30 – 6.00pm	UTU Head Office, Belfast
RS2	Tues 15 January 2019	4.30 – 6.00pm	City Hotel, Armagh
RS3	Wed 30 January 2019	4.30 – 6.00pm	City Hotel, Derry
RS4	Thurs 7 February 2019	4.30 – 6.00pm	Canal Court Hotel, Newry
RS5	Tues 26 February 2019	4.30 – 6.00pm	Killyhevlin Hotel, Enniskillen
RS6	Wed 13 March 2019	4.30 – 6.00pm	Adair Arms Hotel, Ballymena
RS7	Thurs 18 April 2019	1.30 – 4.00pm	INTO Northern Office, Belfast
RS8	Tues 14 May 2019	4.30 – 6.00pm	UTU Head Office, Belfast

I wish to book a place on the INTO-UTU Pre-Retirement Seminar as indicated above:

* Name:		* INTO Data Privacy Policy We refer you to the INTO Data Privacy Policy ('Privacy Policy'). This Privacy Policy explains how the INTO processes personal data in accordance with the Data Protection Acts 1988-2018 and the General Data Protection Regulation ('Data Protection Law'). This privacy policy may be amended and updated from time to time and can be accessed on the INTO website at www.into.ie/NI
* School:		
School Address:		
Incl. Post-Code:		
* E-Mail Address:		
* Mobile No.		

Please return to:

Paul Donnelly, INTO Northern Office, Fax: 90662803, Email: receptionni@into.ie

Irish National Teachers' Organisation,
23 College Gardens,
Belfast BT9 6BS.
Tel: 9038 1455.
Email: infoni@into.ie.
Web: www.into.ie

Ulster Teachers' Union,
94 Malone Road,
Belfast BT9 5HP.
Tel: 9066 2216.
Email: office@utu.edu.
Web: www.utu.edu

Irish National Teachers' Organisation

Customer service charter for members

The INTO's commitment to you!

- ✎ We will provide you with relevant, up-to-date and easily accessible information via our website – www.into.ie/Nl, our Printout and InTouch magazines and bulletins.
- ✎ Your queries will be dealt with in a courteous, friendly and confidential manner within a specified timeframe.
- ✎ You can be confident that accurate and reliable information and advice is available and will be imparted in a fair manner.

Information, advice and assistance for members

The Irish National Teachers' Organisation provides a comprehensive and wide-ranging information and advice service to its members on issues relating to terms and conditions of employment and professional matters.

Your first port of call should be to our website – www.into.ie, where we provide you with relevant, up-to-date and easily accessible information and FAQs.

The INTO also provides information, advice and assistance by phone and email.

Other sources of relevant information are our Printout and InTouch magazines, our bulletins and e-bulletins and other media outlets.

Northern Committee support

Our service is complimented by our Northern Committee (NC) representatives who are available to discuss any issues that concern you. You will find contact details for your local NC/CEC representative in the front of your INTO diary, in Printout and on our website.

NC/CEC members are full-time teachers and should be contacted outside school times if possible.

Northern office opening hours

The Northern Office phone line is open from Monday to Thursday from 9.00am-5.00pm and Friday from 9.00am-4.00pm. We are closed for lunch from 1.00pm-2.00pm.

When making an enquiry by telephone you will be asked to provide evidence of INTO membership by quoting your INTO membership number or Teacher Reference Number.

Calls to the Northern Office are logged by our reception staff and are then forwarded to an Official with the relevant expertise to deal with the specifics of the query.

Range of advice provided

- | | |
|---|---------------------------------------|
| 1. General. | 11. Employment contracts. |
| 2. Amalgamation/redundancy. | 12. Appointment procedures. |
| 3. Leave of absence. | 13. Equality. |
| 4. Pension/retirement/resignation. | 14. Health and safety. |
| 5. Retirement planning. | 15. Personal injury. |
| 6. Salary and allowances. | 16. Pupil behaviour and discipline. |
| 7. School accommodation. | 17. Inspections/ETI. |
| 8. Staffing. | 18. Parent-teacher relations. |
| 9. Child protection/safeguarding. | 19. Staff relations. |
| 10. Data protection/freedom of information. | 20. Social media. |
| | 21. General Teaching Council (GTCNI). |

Telephone service target

Our service target is to deal with your telephone query on the day it is received or on the next working day.

If, over the course of three working days, attempts to contact you are unsuccessful the query will be closed.

All attempts to contact you will be documented.

You will be advised, where possible, by voicemail or email of our attempts to contact you.

Remember to 'click' before you ring!

Check our website – www.into.ie/Nl



Service by email

Your email to infoni@into.ie will receive an immediate automatic acknowledgement and will be forwarded to an Official by our reception staff.

Where a substantive response is necessary, it will be issued within five working days. More complex issues may require

further information and you may be asked to provide a telephone number in order to discuss the matter further with you.

On-going casework or queries requiring more complex advice, do not fall into this timeframe.



Consultations with members

If your query warrants a one-to-one consultation, this will be arranged as necessary, and/or appropriate, with an Official.



Member complaints

The INTO is committed to maintaining high standards of service to its members.

If you are dissatisfied with the level of service received from Northern Office, please set out your concerns in writing and forward to:

The Northern Secretary
INTO
Vere Foster House
23-24 College Gardens
Belfast
BT9 6BS.



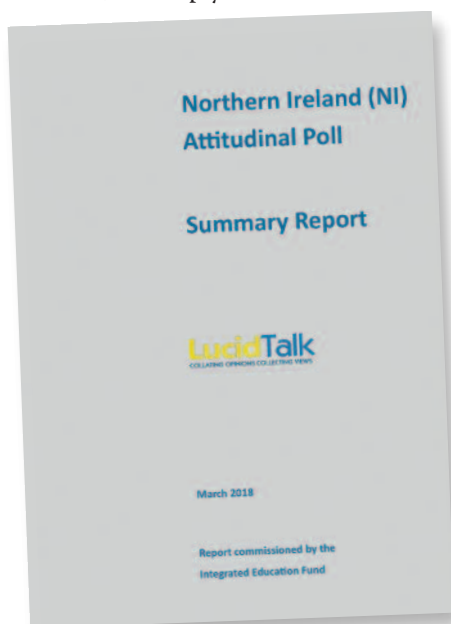
Integrated Education Fund

Working at the chalkface, teachers will be well aware of the financial pressures on schools in NI today. Schools are expected to roll out continual improvements whilst budgets fall and student and staff stress-levels increase. The Integrated Education Fund (IEF) holds that these issues can only properly and effectively be tackled through reform of the overall education system. A structure can and must be designed to ensure efficiency, directing resources to the classroom – and also to reduce social segregation, enabling teachers to play a major role in developing a cohesive, shared society.

Currently the Department of Education supports: separate education systems for Catholics and Protestants; two statutory planning authorities for schools; seven government-funded school sector support bodies; and more than 60,000 empty desks.



Tina Merron, Chief Executive of the Integrated Education Fund



This situation has, surely, contributed to the financial burden on schools. A recent poll by independent company, LucidTalk, commissioned by the IEF, asked for examples of budget cuts in schools. Hundreds of parents told us of having to supply materials, stand in for classroom assistants, or help with basic maintenance. They see the curriculum and the school day shrinking, affecting their children's education. So it is clear that maintaining separate school systems comes at a high price for schools and their pupils.

For more than 35 years, integrated schools have demonstrated that people from all religious, cultural and social backgrounds can work, learn and play together, successfully.

Many schools of all types engage in cross-community projects, aware of the benefits of this activity to children and to the wider community. Would any school be less good if it welcomed and included pupils, teachers and governors from different religious and cultural backgrounds? If this became embedded in the structures of the education system, it would no longer be an 'add on' but, rather, an integral part of every school day. It would facilitate rationalisation of the education system and direct more of the budget to where it is most needed: the classroom.

Parents told the LucidTalk researchers that good educational standards are by far the most important factor when choosing a school. Parents also stated that ethos – religious, integrated or anything else – is less important than the standard of facilities, pastoral care and cultural/sporting activities in a school. Funds should be directed to

meeting these needs and aspirations rather than to supporting an unwieldy and divisive system of education planning and delivery.

Streamlining the system would ease financial pressures; streamlining provision on a cross-community basis, with the appropriate development of curriculum and teacher training, would bring important social benefits. No more tinkering at the edges of the system; no more consultant reports languishing on shelves. We need a major review and reform of the system with timelines, targets and annual reporting on progress.

If we put children at the heart of planning for schools, then we can build an education system fit for the 21 century, meeting the needs of young people as they grow into and help create a more cohesive and prosperous society.



Statement of Certification Officer

Under current legislation the Union must publish to each member the following details:

"In accordance with the provisions of Article 11 of the Industrial Relations (NI) Order 1992, as amended, hereafter referred to as "the 1992 Order", the following statement relation to the financial year of the Union ended 31st December 2017 is herewith provided to members of the Irish National Teachers' Organisation hereafter referred to as "the Union".

1. Total Income and Expenditure

The total Income Expenditure of the Union in the financial year ended 31st December, 2017 as included in the annual Return to the Certification Officer.

Members' Subscriptions	Other Income	Total Income	Total Expenditure
€13,007,953	€1,665,874	€14,673,827	€12,664,894

2. Political Fund Account

The Union maintains a Political Fund Account in the Republic of Ireland and

expenditure from the fund of NIL was included in the Annual Return to the Certification Officer.

3. Analysis Of General Secretary's Salary And Benefits

The salary paid to the General Secretary was €148,524. Also included in the Annual Return to the Certification Officer is the Employer's PRSI amounting to €15,966. Pension contributions cost €54,805.

No salary was paid to or any benefits provided for the President of the Union or any member of the Unions Central Executive Committee.

4. Independent Auditors' Report To Trustees Of The Irish National Teachers' Organisation (Extract)

We have audited the financial statements of the Irish National Teachers' Organisation for the year ended 31st December 2017 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Reserves, the Statement of Cashflows, the Funds

Income and Expenditure Accounts, the Northern Ireland Income and Expenditure Account, Statement of Financial Position, Accumulated Funds Account, Funds Income and Expenditure Accounts, and the related notes 1 to 28.

The relevant financial reporting framework that has been applied in their preparation is FRS 102, The Financial Reporting Standard applicable in the UK and the Republic of Ireland, issued by the Financial Reporting Council.

Opinion On The Financial Statements

In our opinion the financial statements give a true and fair view of the assets, liabilities, and financial position of the Organisation as at 31 December 2017 and of its results for the year then ended, and have been properly prepared in accordance with the relevant financial reporting framework.

Mazars

*Chartered Accountants and Statutory Audit Firm
Harcourt Centre, Block 3, Dublin 2*

RIGHTS OF MEMBERS OF UNION

The rights of Members of the Union outlined below is reproduced exactly as required by Article 8 of the 1995 Order, which inserts an additional Article 11A in Article 11 of the Industrial Relations (Northern Ireland) Order 1992 as follows.

"A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the Union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct".

The member may raise any such concern with such one or

more of the following as it seems appropriate to raise it with officials of the Union, the trustees of the property of the Union, the auditor or auditors of the Union, the Certification Officer for Northern Ireland (who is an independent officer appointed by the Department of Economic Development) and the police.

"Where a member believes that the financial affairs of the Union have been or are being conducted in breach of the law or in breach of the rules of the Union and contemplates bringing civil proceedings against the Union or responsible officials or trustees, he should consider obtaining independent legal advice".

Advertising in Printout

- Have you an event you would like to promote?
 - Are you involved in providing a service that may be of interest to our members?
- INTO members can place an advert in Printout at a reduced rate. Contact Christine McDonnell on 028 9038 1455 or email cmcdonnell@into.ie.
Printout is published by the Irish National

Teachers' Organisation and distributed to members and educational institutions.

Articles published in Printout are also available on our website www.into.ie.

The views expressed in this journal are those of the individual authors and are not necessarily endorsed by the INTO.

While every care has been taken to ensure that the information contained in this

publication is up to date and correct, no responsibility will be taken by the Irish National Teachers' Organisation for any error which might occur.

Except where the Irish National Teachers' Organisation has formally negotiated agreements as part of its services to members, inclusion of an advertisement does not imply any form of

recommendation. While every effort is made to ensure the reliability of advertisers, the INTO cannot accept liability for the quality of goods and services offered.

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"You're very teacher friendly!" **Miss C Morrison, August 2018**



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* Based on 149 responses from our Teacher scheme who took a new policy or renewed an existing policy with us between 1st April and 30th June 2018 and responded to our Customer Pulse Survey. Cornmarket Insurance Services Ltd is a wholly owned subsidiary of Cornmarket Group Financial Services Ltd. Cornmarket Group Financial Services Ltd is a member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies. Cornmarket Insurance Services Ltd is authorised by the UK Financial Conduct Authority in the UK and is regulated by the Central Bank of Ireland for conduct of business rules. Cornmarket Insurance Services, registered in Northern Ireland, company number NI030039. Registered Office: First Floor, Boucher Plaza, 4 – 6 Boucher Road, Belfast, BT12 6HR.