

PENSIONS BREAKTHROUGH

Changes and improvements to the Teachers' Pension Scheme (TPS) have been negotiated with the Government and teachers' employers in Britain. The agreement has the unanimous support of all the teachers' unions.

Existing teachers have their current entitlements protected and, in particular, their right to retire at age 60 with no reduction in their pension benefits. New entrants in 2006 will have a normal pension age of 60. From 2007 new entrants will have a better pension accrual rate to help offset their normal pension age of 65.

The Public Services Forum (PSF) Agreement

INTO has been engaged in a campaign to protect and improve teachers' pensions. In October 2005 agreement was reached in the Public Services Forum (PSF) between the TUC and the government. This protected the pension arrangements of teachers in the Teachers' Pension Scheme. The new arrangements agreed within the Teachers' Superannuation Working Party operate from 1 January 2007. They provide a fair balance between the interests of existing and future teachers. Existing and future teachers will receive a package of valuable improvements to their pension scheme benefits.

- Unmarried partners receive the same benefits as married and civil partners;
- The pensions of teachers whose pay was reduced in the 10-years prior to retirement would be protected. *This provides new opportunities for phased retirement and would allow teachers to wind-down prior to retirement without the current pension penalties;*
- There will be greater freedom for teachers in dividing their pensions between tax-free lump sums and continuing index-linked pensions;
- A facility to purchase up to £5,000 of added pension benefits;
- A death grant of three times' salary;
- Spouses and nominated partners' pensions would be paid for life for all retirements from 1 January 2007.

The protection of the normal pension age of 60 and the improvement of the Teachers' Pension Scheme cannot be met within existing contribution levels. From 1 January 2007, teachers' contributions rise from the current 6% of salary to 6.4%. The employer's contribution rises from 13.5% to 14.1%.

Gerry Murphy

Chair Northern Committee 2006-2007



Gerry Murphy has been elected Chairperson of Northern Committee. Gerry is Principal of St. Mary's Primary School, Belfast

and from Keady, Co. Armagh. He represents the INTO on the NITC; Primary Standing Conference and ICTU's International Solidarity Committee. He is also the District I representative to the Congress Standing Orders National Committee.

Gerry is a passionate advocate of equality, travellers' rights and was a major contributor to the INTO submission to the Curran Independent Inquiry on teachers' salaries and conditions of service.

Mary Cahillane

Vice Chair Northern Committee 2006-2007



Mary Cahillane has been elected Vice Chairperson of Northern Committee. A teacher in St. Kieran's Primary School,

Poleglass, Mary is a fluent Irish speaker from the Kerry Gaeltacht. She is the elected Central Executive Committee representative for District I, which takes in the North East, South East and Belfast Education and Library Board areas. Mary's concerns are teachers' rights and better salaries and conditions of service.

She is a keen supporter and advocate of Cumann na mBunscol and continues to support the Kerry team through good times and bad although this has been difficult of late for a Kerry person living in Northern Ireland.

Salaries and Conditions of Service

- *Salary claim for 1 September 2006;*
- *Management Allowances from 1 September 2006;*
- *Unsatisfactory teaching, principal, vice-principals' procedures;*
- *Review of Disciplinary and Grievance Procedures;*
- *Leadership group ISRs and pay.*

MANAGEMENT ALLOWANCES

Following negotiations, NITC has reluctantly accepted a Management Side proposal whereby management allowances will be made permanent from 1 September 2006 and will have their value uplifted in line with teacher salary increases from that date. This is a "holding" position pending the outcome of related negotiations on all aspects of the Curran Enquiry recommendations and the so-

called "National" Agreement in England and Wales.

The implications for teachers here is that Teaching and Learning Responsibility [TLRs] points which have caused enormous difficulties since they were introduced in England and Wales will not be introduced. Management Allowances will continue but will be called Teaching Allowances. There is no compensation for teachers'

management allowances frozen since 2003. Some employers have indicated that they intend to remove some allowances from teachers and give them to what they call professionally trained staff! These allowances may include careers' guidance and pastoral care. Instances where employers attempt to enforce such crude practices should be reported to Northern Office immediately.

SALARY CLAIM 1 SEPTEMBER 2006

The INTO claim for a 4.5% parity claim was agreed by the Northern Ireland Teachers' Council and submitted to the Teachers' Negotiating Committee. There is general agreement that pay parity with teachers in England and Wales must continue. The Teachers' Review Body awarded teachers there a mere 2.5% on all salary points. Department of Education representatives are preparing a "business case" for this pay award and expect to be in a position to inform NITC on or about the 12th July about the outcome.

UNSATISFACTORY TEACHING: PROCEDURE VOID

A shockingly bad procedure to manage unsatisfactory teachers, principals and vice-principals was introduced in 1998. It is a flawed procedure from start to finish that was drawn up by inexperienced employers, with neither competence nor finesse, and introduced with jackboot zeal and insensitivity. It has been a spectacular failure though that is not a surprise.

Employers did not honour the review of the procedure due in 2001 and the lack of review rendered this

procedure void. An INTO proposal to teacher union colleagues to void the procedure was unsuccessful as some have the inclination to master the skill of clinging to driftwood in swollen rapids. INTO has forwarded a long list of procedural flaws to the management side. [For more information check our website www.into.ie] and informed the Department of Education and the General Teaching Council that the procedure is not fit for purpose.

In the interim period, principals, school reps. and members are advised that this procedure is a shocker, most likely unlawful and under no circumstances should it be utilised. Attempts to introduce this procedure in any school should be resisted robustly and Northern Office should be informed. INTO has experience of dealing with issues of performance in a sensitive and professional manner. For more information contact Northern Office.

DISCIPLINE & GRIEVANCE PROCEDURES

The Labour Relations' Agency has agreed to assist the Teachers' Negotiating Committee update the respective procedures to take account of recent industrial relations legislation and disputes' resolution mechanisms.

Members are urged to be vigilant regarding the use by employers of the precautionary suspension section of the Disciplinary Procedure. Members may only be suspended in very particular circumstances. There is growing evidence of widespread abuse of this practice to members' detriment. NITC is working with the Department of Education and employing authorities on new advice to Boards of Governors about the circumstances in which precautionary suspensions can be used. Ultimately the best protection for members is the union but INTO is also taking legal advice to ensure that these malpractices are discontinued.

A worrying practice is the suspension of teachers returning to work after a period of illness on the professional advice of their doctors. One employing authority has been suspending teachers in such circumstances without ever informing the said teachers that they were being suspended. There is no lawful basis for this practice and INTO is demanding its discontinuance.

LEADERSHIP GROUP PAY AND ISR RESTRUCTURING

The Leadership Group spine is now 43 points. New pay ranges for principals have been determined and these salary ranges are effective from 1 September 2005. Informative guidance and appendices have been prepared by the DE and this is available on the INTO website and, in addition, copies are available from Northern Office.

Principals should advise their Boards of Governors of the need to amend school ISRs in line with this new advice.

Is There Anything New About the New Curriculum?

Asks Mary Cahillane, CEC District I Representative

While teachers in general welcome the broad thrust of the New Curriculum with its emphasis on skills, investigations and problem solving as opposed to content for testing purposes. Most are well aware that this is just yet another re-inventing of a wheel that has been in existence in education since the concept of a curriculum was established by Vere Foster in the 1800's.



The following table illustrates how the New Curriculum compares to some extracts from the 1974 Teachers' Guide (Primary Guidelines).

The New Curriculum Objectives	Primary Guidelines Objectives
<ul style="list-style-type: none"> To develop the young person as an individual. To develop the young person as a contributor to society. Thinking skills and personal capabilities and formally assessed skills-working with others, being creative, self management and communication. 	<ul style="list-style-type: none"> Personal values-respect for other peoples opinions, personal pride and perseverance. Social Values-individual co-operation, living in a community and group membership. Vocational values-literacy and numeracy, mental and physical skills. Aesthetic values-appreciation of beauty and the enjoyment of leisure pursuits.

The Curriculum and Assessment Implementation Strategy document "Making educational change work for all" acknowledges that teachers can be forgiven for feeling a sense of *deja-vu* and that many of us have seen it all before. What's different this time *allegedly* is that many of the new ideas such as the Enriched Curriculum and Pupil Profiles have been piloted and approved? in advance, the implementation schedule is realistic and there is a joined up strategy on professional development approaches to ensure coherence and consistency.

INTO would argue that yes the objectives as set out by the New Curriculum and indeed the Primary Guidelines before it are the correct

stepping stones to a sound education for children in Northern Ireland. We would have many concerns, however, in the manner in which this will roll out for teachers. A 5-10 year roll out sounds good in theory but will it work in practice? The New Curriculum as we understand it will roll out on a year-by-year basis. In the Primary Sector where many teachers move year levels on a yearly or biannual basis could mean some teachers getting trained many times over while others could miss out on training altogether. A far more coherent and strategic approach would be to roll the curriculum out subject area by subject area so that teachers will have a firm grounding in all of the areas rather than skimming and slapdash training.

The Pupil Profile and the proposed Learning Plan will greatly add to the workload of teachers and will not replace the other plethora of reports and statutory Individual Educational Plans that they already have in place and have to write up. The Enriched Curriculum alone in Early Years is subject to many tick box forms of assessment and this will not change with the introduction of a Pupil Profile or Learning Plan.

The area of Professional Development for teachers will continue to be a contentious one. The lack of funding in this area and the refusal to fund the recommendations made by the Curran Inquiry will continue to mean that teachers in Northern Ireland are losing out inequitably in comparison to their colleagues in England and Wales who have a statutory right to Planning, Preparation and Assessment time.

If as a profession we have endorsed in general the objectives of the New Curriculum as the way forward we are duty bound to ensure that it is delivered in the best possible manner. We must demand the funding and resources necessary to do this to ensure that we are not once again falling into the trap of trying to deliver a piecemeal yellow pack under-funded curriculum to the pupils that we teach.

Pupil Profiles

INTO is concerned about the development of the Pupil Profiles which the Department of Education proposes to introduce into all schools. It is being piloted in a number of schools at present. The Northern Secretary Frank Bunting led a delegation to the Department in order to seek assurances that the introduction of Pupil Profiles will not result in a massive and unnecessary increase in workload for teachers.

The background to the Pupil Profiles lies in the ending of the selection system in 2008. The notion of an ongoing pupil profile, which will begin when children enter school and will be added to each year was first mentioned in the Post Primary Review as a suitable method of informing parents of their child's progress. It is intended to help them make decisions about the most suitable path for their child at post primary level. These are all good ideas that INTO support. However, like many good ideas in education, the Pupil Profile has been encouraged to grow to such an extent that it may be impossible to implement.

It is proposed that the Pupil Profiles should be based on a cycle of learning that has three main phases. First, there will be an end of year report which will be written up and given to parents. It will contain qualitative comments by the teacher, which are based on ongoing assessment, observation and professional judgments made throughout the year. It is also proposed that objective information based on standardized tests taken early in the academic year will be included in the Profile Report. All schools already send home a written report to parents and this proposal will cause little difficulty. However, some teachers involved in the Pilot Scheme for the Pupil Profiles have expressed concerns about the inclusion of reading and mathematics scores within reports. One INTO Principal stated: *"Some schools have always been reluctant to publish such black and white scores, especially where young children are involved. As we all know getting a good score boosts confidence whilst the opposite is true of a lower score. These scores can have a demotivating effect on a child who works to the best of his/her ability but is unable to score the same as the pupils in the top group."*

It is proposed that the Standardized test scores will be obtained by pupils working on two computer based programmes INCAS (reading) and ALTA (maths). These programmes are also being piloted in a number of schools at present. Whilst many teachers would welcome the introduction of computer based tests which would reduce the work involved in administering and marking paper and pencil tests, there are concerns that schools do not have the level of computer equipment necessary and INTO will also be demanding that proper training be provided for teachers.

The second phase of the process associated with Pupil Profiling, **planning for the year ahead**, is the one that causes the INTO most concern. It is proposed that the teacher of the outgoing class and the teacher receiving the class meet in June or August to agree on a Learning Plan for the class and for groups within it for the following year. The Learning Plan will be customized for each child with reference to the previous year's report using ICT tools. Teachers will be expected to describe in outline what it is hoped will be achieved throughout the new academic year. This proposal of a Learning Plan which in the Third Phase of the Pupil Profiling Process will then be shared with parents at a meeting in October. This is the area of greatest concern to the INTO.

Is it being proposed that the teacher will prepare an IEP for each pupil in the class which will cover the year's work and given to the parents in October? If it is we believe that it will be unworkable. Even if such individual plans could be written and we don't believe they could, their preparation would dramatically increase the amount of time required for planning for the year ahead. It is maybe worth reflecting

for a moment on what many schools do at present. Teachers meet with the previous year's teacher and receive information about the class and individual pupils. Teachers plan their work for a term or a six week block in keeping with the school policy and programme in any particular curricular area. Teachers hold a general meeting of parents of children in the class to outline the programme for the year. This process which may vary slightly from school to school has proved to be both manageable and worthwhile. The proposal from the CCEA that each parent be given an IEP is neither manageable nor worthwhile. It is not manageable from the point of view of time and workload. It is not worthwhile because as one INTO teacher involved in the pilot pointed out:

"You cannot state accurately in August what each pupil will be learning the following June and you could be placing yourself and your pupils under undue and unnecessary pressure if you were to do so."

Teaching is a professional not a mechanical activity. Teachers constantly adjust their programmes to meet the needs of groups in the class or the needs of individual pupils. Teachers have also learned through years of experience that the most effective and efficient way to teach is to teach in groups. Only a small number of children with particular needs will require Individual Learning Plans.

A spokesperson for the Department of Education told INTO that he would like the Learning Plan to be a simple document, something "that parents could stick on the front of the fridge." Unfortunately a year's classroom work cannot be reduced to something so simplistic. Could we suggest that the Department listens very carefully to teachers in the Pilot and keeps the fridge door free?

INTO Team in Belfast City Marathon

Five INTO staff members participated as a relay team in the Belfast City Marathon on May Day. The team included Deirdre O'Connor, Alison Gilliland, Tom O'Sullivan, Noel Ward and Frank Bunting. The objective was to raise money for the professional development of Nicaraguan teachers.

Team tactics determined that Noel Ward run the first two stages. This required him starting in the cold of the morning and braving hail-storms. Alison Gilliland ran the difficult up-hill Antrim Road section to Cavehill Hill in a remarkable time of 53 minutes and

Deirdre O'Connor followed up with a powerful performance along the shores of Belfast Lough. Frank Bunting completed the easy final leg to Ormeau Park and the finishing line. The overall time was a commendable 3 hours and 46 minutes and the team came 75th out of 1,530. The outstanding performance was from Tom O'Sullivan who achieved a personal best by completing the first stage of the marathon in 55 minutes.

Members wishing to make a donation should forward cheques to Head Office made payable to INTO. On



From left Tom O'Sullivan, Alison Gilliland, Noel Ward, Deirdre O'Connor and Frank Bunting.



Smiling through the pain barrier.

reverse of cheque please indicate that it is for the Nicaraguan teachers' professional development fund.



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Denis Bohane

INTO President 2006-2007

The new President of the INTO is Denis Bohane. Denis, a Corkman, is a resource teacher for Travellers in Scoil an Spoiraid Naoimh, Bishopstown, Cork.

For the past 15 years, Denis has been a member of the Central Executive Committee having been very active at

every level of the Organisation. Denis is particularly interested in children with special educational needs and is also interested in Developing World issues and is a member of the Irish Congress of Trade Union's Solidarity Committee.

Denis has acted as a referee for Bord na nÓg in Cork City for nearly 30 years.



Angela Dunne

INTO Vice President 2006-2007

Angela Dunne is the new Vice President of the Irish National Teachers' Organisation.

Angela, a native of Shanagolden in Co. Limerick is a Learning Support Teacher in Ballinabranna NS in Carlow. She celebrates her 40th anniversary in the school this coming June.

For the past 10 years Angela has been a member of the Central Executive Committee

representing District X which covers Wicklow, Carlow, Wexford, Kilkeeny and Laois. She has been a member of North Carlow Branch since the mid 1960s and served as Branch Secretary for a number of years.

Angela has a keen interest in the Irish language and in Special Education with particular emphasis on Deaf Education as both her sons are profoundly deaf.

Special Tribute to Catherine

A special tribute was paid to Catherine Byrne, who is retiring from her post as INTO Deputy General Secretary/General Treasurer after the summer. The tribute was led by Joan Ward, current Chairperson of the Teaching Council, former INTO President and a close personal friend of Catherine. Joan reflected on Catherine's involvement over the years in the INTO. She also spoke of Catherine's first major involvement which showed her leadership commitment and ability. This was a dispute in Carysfort College in 1973/74 which started as a dispute of academic matters but soon became a battle about student representation.

After a teaching career in Howth and Sean McDermott Street Preschool

Centre, Catherine was appointed to INTO Head Office in 1981. Joan then went on to outline Catherine's career in the INTO including her appointment as the first Equality Officer, the first INTO Press Officer and her contribution to areas of school leadership, the development of a school psychological service and to the Commission on the Status of Women as well as her time with the European Trade Union movement in Brussels. Joan in particular, detailed Catherine's contribution to the development of the INTO Professional Development



Unit, her expertise in early childhood education and the outstanding role she played as General Treasurer of the organisation for the last five years.

INTO General Secretary, John Carr, seconded the tribute. He praised

Catherine's work, commitment and dedication to the INTO, outlined the valuable role she played within the INTO Head Office structure as well as the outstanding contribution she had made to the wide range of INTO activities with which she had been involved.

CONGRESS 2006 • CONGRESS 2006 • CONGRESS 2006 • CONGRESS 2006

General Secretary Outlines Five Point Plan

At Congress 2006 INTO General Secretary John Carr called for the implementation of a five-point plan for primary education.

Investing in Children's Futures

John said that today only one in four pupils is in a class size that meets the Governments stated target. He said that in the classroom of today, peer learning, interactive learning, social skills, innovation and collaboration are all necessary and that putting 30 children in a classroom was an outdated model which must be scrapped. He said that INTO had put forward positive proposals as to how class size could be addressed on a phased basis but that progress to date had been too slow. Acknowledging the progress made on special education and the new initiative on educational disadvantage, he said that the central issue of class size must also be addressed. He also said that a key area for investment must be a proper early childhood education framework.

Increased Support for Teachers

John said that the quality of Irish primary teachers was well recognised. However, new initiatives, including the establishment of the Teaching Council must be properly funded in order to function effectively. He said that in response to an ever-increasing rate of change and the extraordinary diversity in primary schools, it was essential that proper professional development structures and resources be put in place. He also called for the restructuring of initial teacher education and the implementation of a four-year pre-service degree. He called for proper recognition in salary and allowance levels for up-skilling and enhanced learning undertaken by teachers.

School Infrastructure

Acknowledging the commitment made on the school building programme, John said that we need to accelerate the progress at a time when the state coffers were bulging. He also welcomed the introduction of



John Carr speaking at Congress 2006.

broadband for schools but said that it had to be matched by increased investment in software and hardware.

Supporting School Leadership

John laid great emphasis on the need to properly support primary principals. He said that principals were right to protest about the rising tide of paperwork and the lack of proper secretarial support. He said benchmarking has got to deliver for principals this time around and outlined the INTO case. He also called for realistic release time to be provided for teaching principals.

Resource Primary Schools

On this fifth point, John called for the proper funding of primary schools and the ending of the disparity in funding between primary and second level schools.

He said the implementation of this five-point plan could make a real difference and called for a strategic plan and timeframe for its implementation.

Funding, Rights, Pensions, School Reports

Proposing a motion on the funding of schools, Mick Creedon from Kinsale said that it was hard to comprehend why the capitation grant for primary pupils was 141.58 Euros and at second level it was 298 Euros. He said the next time the Minister visited a school, instead of showing flags and bunting we should be showing bills and treasurer's reports. Eamon Kelly from Kinsale seconding the motion, said that funding was the unseen crisis in small schools.

On the rights of all children for an appropriate education Frank Roche from South County Dublin branch, called for support for the small minority of pupils with serious emotional behavioural difficulties. He said that we also have an obligation to the majority of children to ensure they have a safe learning environment. Seconding the motion, Máirín Barry from Dublin South County said that we know the path down which many children were headed if proper support and assessment procedure are not put in place.

Speaking on a motion on Pensions, Pdraig Corcoran Tallaght Branch, said that it is time for the three teacher unions to toughen up their stance and safeguard existing pension provisions. Sean Hehir of East Clare branch said that all teachers would hopefully be retired some day and it was important to protect the provisions gained. Nichola Stokes of Clifden Branch called for a campaign to reverse the pension conditions implemented for new entrants recently.

Proposing a motion on school reports, INTO General Secretary John Carr condemned the decision of the Minister to publish the evaluation reports and said that this was an inappropriate form of accountability within the public service. Helen O'Gorman CEC outlined concessions negotiated on the publication of reports by the INTO in recent times.

An amendment proposing non co-operation with the WSE was carried and the CEC will consider the issue at its June meeting

NORTHERN CONFERENCE 2006 • NORTHERN CONFERENCE 2006

Northern Conference Resolutions

Teachers' Salaries

Conference called for:

- 2.5% parity increase from 1 September 2006;
- Teaching and Learning Responsibility points (TLRs) to be contextualised into Northern Ireland in a teacher-friendly manner.



Brendan Harron: 'No regional pay'



Eddie Keenan: 'Implementing Curran THE priority'

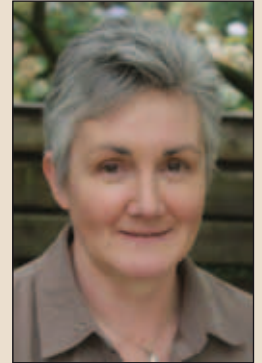
Implementing Curran

Conference called for time off for teaching principals and Planning, Preparation and Assessment Time for all teachers.

Principal and Vice Principal Retirements

Conference called for:

- Better premature retirement opportunities for principals and vice principals
- Vice principals to have voluntary redundancies



Rita Fox: 'Fair deal for principals and vice principals'



Anne Sands: 'Properly resourced or pull-out'

PRSDS

Conference called for adequate funding for teacher training and resource needs.

Academic Selection

Conference called for:

- Abolition of 11+ in 2008
- Pupil profiles not to be used for academic selection
- Pupil profiles to be manageable



David Roberts: 'Support the Draft Education Order'

Education Funding

Conference called for:

- Resistance to further cut backs to the education budget



Barney Magill: 'Check out the Bain Review'

Review of Public Administration

Conference called for:

- One employing authority for all teaching and non-teaching staff
- Merger of Education and Library Boards, CCMS and other bodies
- Job security for all teaching and support staff



Gerry Murphy: 'Maintain local quality services'

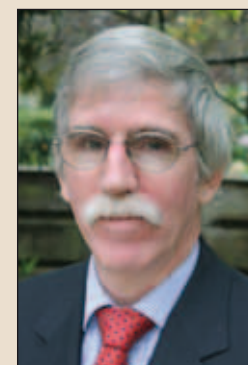
Class Size

Conference called for:

- A maximum of 20 in Key Stage 1/composite class;
- A maximum of 25 in Key Stage 2.



Mary Hughes: 'Only way to implement new curriculum'



Kevin Smyth: 'Reassess PQH as a criterion'

Equality Audit

Conference called for an investigation on indirect discrimination on women and promotion in schools.

Pupil Demography

Conference called for:

- Guaranteed teacher numbers in primary and secondary sectors.

NORTHERN CONFERENCE 2006 • NORTHERN CONFERENCE 2006

Tackling Discrimination Complaints

INTO receives complaints from teachers in relation to potential discrimination in their schools or field of employment. The Organisation has pursued these discrimination complaints on their behalf on statutory grounds including gender, race, disability, and religious affiliation. If you think you have been discriminated against you should act quickly, as there are time limits for lodging a complaint with a tribunal or court.

Employment Related Complaints

If your complaint is about an employment matter, you have three months from the date of the incident you want to complain about to register an 'originating application' with the Office of Industrial Tribunals and Fair Employment Tribunals (OITFET).

For complaints brought under fair employment legislation, you must register your application within three months from the date when you first knew of the act of discrimination, or within six months of when the act occurred, whichever is the earlier.

Non Employment Complaints

In non-employment related complaints cases, you normally have six months from the date of the incident to issue proceedings in a county court.

Is there any other way of dealing with the problem without going to court or to the industrial tribunal?

If you are in work INTO may be able to help you to take out a grievance. Discrimination is a disciplinary offence, in some cases even a dismissable offence. But you should not delay in seeking advice about filing a complaint while trying to resolve matters through the company's internal procedures – you could miss the deadline for applying. You can always withdraw your case at any time if you reach a satisfactory agreement with your employer.

People often think their case is unanswerable until they realise that the evidence they need is in the hands of the person they say discriminated against them (known as the 'respondent'). The legislation allows you to ask the respondent to give reasons for their action and to give you any information you think is

relevant to your case. The answers you receive will give you some idea of the way the respondents are planning to defend their actions and you will at least know what it is you disagree about. You may even be satisfied with

their explanation and decide not to go ahead with your case. If the respondents do not answer the questions, or try to avoid answering them, this could count against them at the tribunal or court hearing.



GTC Election 2006

Primary Principal

VOTE X

PADDY McALLISTER

"As the GTC, over the next term of office, takes on the role of overseeing professional development for teachers and the power to expel teachers deemed guilty of gross professional misconduct or incompetence, it is crucial that *the right person, with the right experience*, is elected to ensure that the views of principals and teachers are paramount."

Paddy McAllister – Primary Principal Candidate

As a current elected member of the GTC, Paddy McAllister has the experience needed to ensure continuity in the face of this change. During the current term of office Paddy has carried out the following core tasks:

- Worked constantly to ensure that principals' views are heard.
- Ensured adequate financing of the GTC;
- Chairperson of the GTC General Purposes and Finance Committee;
- Member of the GTC Audit Committee;
- Involved in the development of the GTC Code of Professional Values;
- Member of the GTC team that made the submission to the Curran Enquiry on principals' and teachers' salaries and conditions of service;
- Member of the GTC Project Management Team that developed the register of teachers;

As a principal, Paddy McAllister's background exemplifies a person dedicated to service in the community, education and leadership within the teaching profession.

- Principal of St. James's Primary School, Tandragee;
- Member of the Northern Committee of the INTO;
- Looks after the interests of teachers who fall into financial difficulties through membership of the INTO Benevolent Funds Committee;
- Governor of St Mary's University College, Belfast (Chair of the College's Finance Committee and member of it's Audit Committee);
- Director of Camlin Credit Union (and responsible for PR).



YOUR VOTE COUNTS
VOTE PADDY McALLISTER

Teachers' Salaries in Northern Ireland

The following tables show current teachers', principals' and vice principals' salaries in Northern Ireland. The planned changes will take effect from 1 September 2006 and 1 September 2007 and are contingent on the Department of Education making a successful business case to the

Secretary of State for implementation. Final news on the outcome will be known in early July 2006.

These salary scales should be read along side the new arrangements for Individual School Ranges (ISRs) which have major implications for the pay of

principals and vice principals on the Leadership Scale. Members should also note the recent agreement whereby management allowances continue in Northern Ireland and with effect from 1 September 2006 which will be increased in line with the percentage salary increase for teachers' salaries.

MAIN PAY SCALE

SALARY POINT	Current (£)	01/09/2006 (£)	01/09/2007 (£)
1	19,161	19,641	20,133
2	20,676	21,195	21,726
3	22,338	22,899	23,472
4	24,057	24,660	25,278
5	25,953	26,604	27,270
6	28,005	28,707	29,427

UPPER PAY SCALE

SALARY POINT	Current (£)	01/09/2006 (£)	01/09/2007 (£)
UPS1	30,339	31,098	31,878
UPS2	31,464	32,253	33,060
UPS3	32,628	33,444	34,281

ADDITIONAL ALLOWANCES

	Annual Allowance from 1 April 2005	Annual Allowance from 1 April 2006	Annual Allowance from 1 Sept. 2007
MANAGEMENT 1	1,638	1,678	1,720
MANAGEMENT 2	3,312	3,394	3,478
MANAGEMENT 3	5,688	5,830	5,974
MANAGEMENT 4	7,833	8,028	8,225
MANAGEMENT 5	10,572	10,836	11,102
SEN 1	1,7773	1,818	1,866
SEN 2	3,507	3,597	3,687
Recruitment and Retention 1	1,027	1,053	1,060
Recruitment and Retention 2	2,020	2,071	2,086

PAY RANGES FOR PRINCIPALS

GROUP	RANGE OF SPINE POINTS	SALARY RANGE FROM 1 APRIL 04	SALARY RANGE FROM 1 APRIL 05	SALARY RANGE FROM 1 SEPT 05
1	L6 – L16	36,432 – 46,689	37,344 – 47,856	37,617 – 48,207
2	L9 – L19	38,277 – 50,175	39,234 – 51,429	39,522 – 51,807
3	L11 – L22	41,286 – 54,000	42,318 – 55,350	42,627 – 55,755
4	L14 – L25	44,373 – 58,119	45,483 – 59,571	45,816 – 60,009
5	L18 – L29	48,963 – 64,098	50,187 – 65,700	50,553 – 66,180
6	L21 – L33	52,692 – 70,704	54,009 – 72,471	54,405 – 73,002
7	L24 – L37	56,712 – 77,985	58,131 – 79,935	58,554 – 80,520
8	L28 – L41	62,547 – 86,001	64,110 – 88,152	64,581 – 88,797

LEADERSHIP GROUP

SALARY POINT	APRIL 2005 (£)	SEPT 2006 (£)	SEPT 2007 (£)
1	33,249	34,083	34,938
2	34,083	34,938	35,814
3	34,935	35,811	36,708
4	35,808	36,705	37,623
5	36,699	37,617	38,559
6	37,617	38,559	39,525
7	38,634	39,600	40,590
8	39,522	40,512	41,526
9	40,509	41,523	42,564
10	41,550	42,591	43,656
11	42,627	43,695	44,790
12	43,611	44,703	45,822
13	44,703	45,822	46,968
14	45,816	46,962	48,138
15	46,956	48,132	49,338
16	48,207	49,413	50,649
17	49,314	50,547	51,813
18	50,553	51,819	53,115
19	51,807	53,103	54,432
20	53,091	54,420	55,782
21	54,405	55,767	57,162
22	55,755	57,150	58,581
23	57,135	58,566	60,033
24	58,554	60,018	61,521
25	60,009	61,512	63,051
26	61,494	63,033	64,611
27	63,015	64,593	66,210
28	64,581	66,198	67,854
29	66,180	67,836	69,534
30	67,827	69,525	71,265
31	69,504	71,244	73,026
32	71,232	73,014	74,841
33	73,002	74,829	76,701
34	74,808	76,680	78,597
35	76,668	78,585	80,550
36	78,564	80,529	82,545
37	80,520	82,533	84,597
38	82,512	84,576	86,691
39	84,522	86,637	88,803
40	86,634	88,800	91,020
41	88,797	91,017	93,294
42	91,020	93,297	95,631
43	93,297	95,631	98,022

INTO Welcomes New Education Minister



Frank Bunting, Northern Secretary welcomes Maria Eagle MP as Education Minister to Northern Ireland.

Teachers in Northern Ireland have got a raw deal. There is massive change and much of it is ill planned and stressful. Key government policies like "A Shared Future" are rarely thought about by employing authorities in their future planning. In a relatively small place, education organisation is characterised by a silo mentality.

Teachers have been left behind their colleagues in England and Wales by the non implementation of Planning, Preparation Time and other recommendations

of the Curran Committee of Enquiry and teachers frankly are disillusioned. There is growing frustration within the profession at the snail like progress to beneficial outcomes for teachers, pupils and parents.

But where would life be without a challenge. The last Education Minister with experience in the Public Accounts Committee will be long remembered. I trust that Maria can continue to build the confidence redeveloped by Angela Smith and I look forward to working with her.

NORTHERN COMMITTEE ELECTED 2006/07

Chairperson:	Gerry Murphy
Vice Chairperson & CEC District I Rep:	Mary Cahillane
CEC District II Rep:	Tony Lappin
Benefits Funds Committee:	Paddy McAllister
North Eastern Primary:	Don Campbell
North Eastern Post Primary:	Barney Magee
South Eastern Primary:	Kevin Smyth
South Eastern Post Primary:	John McAnulty
Belfast Primary (A):	Eddie Keenan
Belfast Primary (B):	Gerry Murphy
Belfast Post Primary:	Des McDonagh
Southern Primary (A):	Mary Dorman
Southern Primary (B):	Mary Hughes
Southern Post Primary:	Jim Magee
Western Primary (A):	Rita Fox
Western Primary (B):	Charles Glenn
Western Post Primary:	Brendan Harron

Marie Kerr, RIP South Antrim Branch Secretary

An appreciation of a young, happy, active life suddenly brought to a close.



Utter shock and bewilderment hit all of us who knew Marie as news of her sudden death was spread. It was while enjoying a day out in the Glens of Antrim on May Day with her husband, Frankie, that Marie passed away.

Marie endeared herself to all who met her by her pleasant, love of life approach and for her hardworking and reliable sense of duty.

Her teaching career took her from Carlane Primary School to St. Josephs Primary School, Antrim until redeployment took her Holy Cross Primary School, Belfast where she created a haven of peace and normality for her pupils during difficulty circumstances.

For 16 years she acted as South Antrim Branch Secretary, INTO. I recall Marie arriving with her lap-top, setting it up to collate and disseminate all information electronically.

All of us who met Marie feel privileged and happy to have known her. Her many INTO friends, colleagues and acquaintances will miss her. Our thoughts are with her husband, Frankie and three children, Maureen, Anne and Kevin.

What a fragile hold we have on life! May she rest in peace safe in the hands of Jesus.

Anne T Madden, Secretary, South Derry Branch

INTO GOLF COMPETITION

INTO District I and II Golf Competition will be held on:

Sunday 25 June 2006
in Fintona Golf Club

Tee off time: 1.00 – 2.00pm

Competition: Members,
Retired Members and Visitors

£12.00 per person - All Welcome

For further information contact:
Barney Magjill on 90 777 742

INTO Hosts Education Debate

INTO organised a debate on education at Queen's University, Belfast on 8 May 2006. The rostrum of speakers was a veritable "Who's Who" of education within Northern Ireland. The line-up included the Education Spokesperson for many of the political parties: Naomi Long, Alliance, Michael Ferguson, Sinn Fein, and Sammy Wilson, DUP. They were joined by Professor Tony Gallagher, QUB, Cecilia Galloway, Principal, Methodist College, Belfast and Eamonn McCann, civil rights activist and journalist.

The topic for debate was "Academic Selection – the future or the past?" The arguments put forward ranged from the necessity for selection to the subjugation of education for the sake of test preparation. The use of statistics and surveys was debated (Prof Gallagher being responsible for most of the research cited!).

The audience comprised mainly of teachers and students. After the speakers, there was a Q and A session. At this stage several took the opportunity to present their case, most notably Bob McCartney QC, challenged Gavin Boyd, CEO of CCEA to a verbal duel anytime, anywhere...

Questions were put to the speakers by a cross section of the audience – parents, teachers and students. Although no formal vote was taken, the anti selection speakers appeared to have won on the night - but in the bigger scheme of things, the debate continues.

Key Points about New Age Legislation and Retirement

- Age Regulations are due to come into force on 1 October 2006 that will outlaw age discrimination in employment
- Regulations cover employment and vocational training. This includes access to help and guidance, recruitment, promotion, development, termination, perks and pay.
- The regulations cover people of all ages, both young and old.
- All employers, providers of vocational training, trade unions, professional associations, employer organisations and trustees and managers of occupational pension schemes will have new obligations to consider.
- Upper age limits for unfair dismissal and redundancy will be removed.
- Employees will have the right to request to work beyond the default retirement age of 65 and employers will have a duty to consider such requests.

Frequently Asked Questions

Q. I am making a teacher compulsory redundant and he has told me there is a right to time off work with pay, to look for other work. Is this correct?

All employees given notice of dismissal because of redundancy are entitled to reasonable time off with pay to look for another job or to make arrangements for training for future employment, providing they have been continuously employed by their employer for at least two years. The law does not specify the amount of time off which would be regarded as reasonable. The obliged statutory payment is limited in law, to a maximum of two-fifths of a week's pay calculated on the appropriate hourly rate. If you require more information on Redundancy the Labour Relations Agency's Code of Practice on Redundancy Consultation and Procedures covers issues such as redundancy related time off.

Q. I want to make a subject data access request under the Data Protection legislation. Who is my Data Controller?

The Information Commissioner for Northern Ireland has determined that the Data Controller for a school is the Board of Governors. The Board of Governors must therefore ensure that they have a policy and procedure in place and appropriate systems to allow for an individual to make the subject data access request.

If a teacher makes a request, and the Board of Governors ignore or refuse such a request, the teacher should firstly resend the request by recorded delivery. If this is ignored then the matter should then be passed to the Information Commissioner for Northern Ireland at Room 101, Regus House, 33 Clarendon Dock, Laganside Belfast.

Sexual Orientation – New Rights at Work

Legislation has been introduced in Northern Ireland to outlaw discrimination in employment and training on grounds of sexual orientation. The new Regulations mean that people who are gay, lesbian, heterosexual or bi-sexual have explicit legal protection from discrimination in employment and vocational training, which includes further and higher education. It is unlawful to treat people less favourably than others because of their sexual orientation in employment and training. The protection does not extend to other areas such as goods, facilities and services.

The Regulations cover people who are perceived to be gay, or people who are treated less favourably than others because of sexual orientation, even though they themselves are not gay, e.g., a worker who is harassed because of his or her gay friends or a worker who is treated less favourably because he/she is heterosexual.

Individuals will be able to complain to an Industrial Tribunal if they feel they have been discriminated against or harassed on grounds of their sexual orientation in a wide range of circumstances relating to employment. These include recruitment and selection; terms and conditions of employment; access to training, promotion and transfers; dismissal and redundancy. In certain limited circumstances, an employer may be able to treat applicants or employees differently on grounds of sexual orientation if possessing a particular sexual orientation is a genuine occupational requirement (GOR) for the post.