

Management Allowances under attack

Management Allowances in England and Wales will be scrapped by the end of 2005. They will be replaced by a new system of allowances called Teaching and Learning Responsibilities (TLR's) - with no guarantee that existing allowance holders will have their pay or posts protected. At the same time, schools must "remodel" their existing staffing structures and implement new ones that ensure that schools make "effective use of its resources". By this they mean a £25 million saving by "reducing the numbers of allowances".

Until now, any teacher who had their salary cut as a result of reorganisation would have had their pay "safeguarded" while they remained in post. But now safe-guarding will only last for three years at most - for some teachers, pay cuts will come even sooner. Restructuring could also lead to staff losing posts or being told to take on new job descriptions and extra workload. The details of the scheme agreed between the Government and the Teaching Unions including the NASUWT and ATL mean that some staff are particularly vulnerable, especially those on Management Allowance One.

Many schools in England and Wales will want to avoid ill-feeling amongst staff and they will simply reassign existing Management Allowances as "TLR's" with the same value. But the legislation has been drawn up in a way that ensures a simple assimilation just isn't going to be possible. The values of Allowances and TLR's just don't match up.

Current Management Allowances (frozen in value since April 2003)

MA1	£1,638
MA2	£3,312
MA3	£5,688
MA4	£7,833
MA5	£10,572

TLR's can be paid in one of two bands:

TLR 2 runs from £2,250 to £5,500
TLR 1 runs from £6,500 to £11,000

Different schools can set their TLR payments at different points within these

bands. This is a dangerous step towards schools setting their own rates of pay. The main proviso is that each school must keep a differential of at least £1,500 between each TLR payment. But as the table shows, this rule creates an apparently deliberate mismatch between existing Allowances and TLR's:

Possible Values of TLR Payments

TLR 2a	£2,250
TLR 2b	£3,750
TLR 2c	£5,500
TLR 1a	£6,500
TLR 1b	£8,000
TLR 1c	£9,500
TLR 1d	£11,000

This mismatch will help persuade schools to use the restructuring to save money by setting the rates of pay for new TLR posts at less than what they have been paying as existing Management Allowances. An MA 2 post holder could under this new assimilation be placed on TLR 2a and an MA 3 post holder be placed on a TLR 2b. Teachers will be doing the same job but for less money.

Schools will also try to save money by cutting the overall number of responsibility posts altogether. More teachers will be given additional responsibilities without any extra payment.

Management Allowance One post holders are particularly vulnerable. The minimum value of a TLR has been set at £2,250. So a school simply can't transfer MA 1 holders (£1,638) to an equivalent TLR sum. The options are:

EITHER upgrade them all to a TLR of £2,250 **OR** cut their pay by awarding **NO** TLR at all.

This outrageous situation has been agreed in England and Wales by all the teaching unions except the NUT. It hasn't been agreed in Northern Ireland yet. With 49% of teachers here on Management Allowances of one sort or another and at the present time of crisis in education funding here, its introduction would be a disaster. Schools

will simply not have enough money to allocate an upgraded TLR from its MA equivalent.

The INTO is totally opposed to any changes in the present system of Management Allowances because teachers will suffer a pay cut as a result. But a strict adherence to parity by English based teaching unions may find us negotiating them sooner rather than later. Action will be needed to defend Northern Ireland teachers' salaries from these cuts.



Mary Cahillane, CEC

Save Our School Bus by Liam Reichenberg

WHAT THE CUTS MEAN TO PARENTS



Mary Hughes, Northern Committee addressed the Southern Board on the removal of the bus service.

"Ask questions!" and "Learn from your mistakes!" These are two of the most important lessons I learned at school. Yet, when the Southern Education and Library Board decided to remove the early afternoon bus service from the youngest primary school children it failed to ask any questions of those affected. It failed to conduct an impact assessment. It continues to fail to learn from this mistake. The decision was wrong and it must be corrected.

The loss of the bus service is a severe blow to families who have relied on it for years. Having children left home by bus to the care of babysitters or grandparents meant that both parents (or indeed single parents) could pursue employment, a practical necessity in today's world. Being told to collect your children from school presupposes that there is access to a second vehicle as the main car is away with the working parent. Those who cannot drive and disabled parents are finding it very difficult to cope.

For those who have been collecting their children at 2pm, the chaos outside the school gate is proving unbearable. Small narrow county and village roads are cluttered with dozens of cars double and triple parked. Parents are scrambling to park nearest the gates especially in the rain. It is only a matter of time before a child or parent is injured, especially as the Board is now preparing to remove the crossing patrols.

In removing this service the Board insisted it would be fulfilling its obligation to transport children home by doing so at the "end of the school day". This meant that those children entitled to a bus service would have to remain in school for an extra hour or more. This phrase alone caused controversy and conflict between the Board, principals, and parents from the beginning. What is the end of the school day for Key Stage one? The Board effectively made that decision for the schools? Yet many principals informed parents that it was not possible for children to remain. Many have argued that to leave young children in the school means too long of a day for them. Indeed some children would not be getting home by bus until well after 4pm.

At the Board's meeting in September, Principal Ciaran Mackin proposed that the bus service be reinstated for one year to allow for a complete review of the entire transport service. This motion was narrowly defeated. Instead, a motion to investigate the cost of supervising children was passed. Since then principals have received letters asking for details of the cost involved. These letters have indicated that funding could be available for supervision. Where did this money come from?

In light of this funding, trade union resistance to drivers' wage cuts, and the introduction of more board buses, our parents' group will continue to challenge the claim that a savings is being made by removing the service. The issues I raised above are a small example of the impact this decision has had on all concerned. An impact the Board did not assess. We will continue to lobby the Board at each and every meeting until this decision is reversed.

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Smoking Policy

The Health and Safety Executive in conjunction with the Health Promotion Agency have published a model smoking policy. The model policy includes information on:

- Passive smoking/second-hand smoke
- General principles of the policy
- Where smoking is banned and use of common areas
- Smoking in Work areas
- Rest areas
- Disposal of smoking refuse
- Role of Unions/health and safety representatives
- Help for those who smoke
- How to Implement, monitor and review the policy

INTO Safety representatives are encouraged to consider this against their current school practice. The policy can be downloaded from <http://www.hseni.gov.uk/>

Action checklist for School reps:

- Notify all teachers in your school about potential loss to pay and future pension arising from TLR introduction in strict parity form.
- Ensure the correct number of teachers in your school are holding management allowances. The agreed formula is in your School reps' handbook: Leaflet No. 3 'Promotion Template'. The primary school formula is easy to apply. The recommended minimum structure for management allowances in secondary schools is more awkward to apply. Northern Committee reps can help.
- Remember that 70% of teachers in your school should be holding a management allowance. If this is not the case, contact your Northern Committee Representative for a school health check.



*Tony Carlin
Trade Union
Official*

Salary Update



Frank Bunting – Northern Secretary

UPS3 Backdating

Although the Education Minister Angela Smith, MP agreed the backdating of UPS3 to 1 April 2005 teachers who retired on 31 August did not get access to this upgrade due to technical issues of eligibility. INTO has written to the Education Minister asking her to resolve this anomaly as it has important implications for such teachers' pensions.

Movement to UPS

All employing authorities have circulated the UPS3 proformas to principals facilitating movement to UPS3. The same tick box exercise used by principals for UPS2 will be used for UPS3. The Department of Education has now finalised the TR268 UPS Proforma.

Performance Review Staff Development Scheme (PRSDS)

NITC raised serious concerns about the role of External Advisors in the PRSDS for principals. The concerns involved the amount of information being sought by external assessors from principals and how external assessors were organising their meetings with the principal and the two designated governors.

INTO advises:

- A school governor should be the lead governor for principal PRSDS;
- The agreement that the External Advisor should meet jointly with the principal and the two school

governors should be applied.

- Principals should select objectives from the National Standards for Headteachers (NI edition).
- All objectives must be SMART:
Specific
Manageable
Attainable
Realistic
Timebound

- It is the responsibility of the reviewee (whether principal, vice principal or teacher) to determine what their personal objective is for the year.

INTO warns principals and governors to be wary of external advisors seeking to establish themselves as *mini inspectors* on behalf of their employing authority. **This is not their role.**

INTO reminds principals that one objective this year should be the implementation of PRSDS in their school.

PRSDS and Resources

No resource has been made available for substitute cover to help with the implementation of PRSDS and to undertake review of task or classroom observation. This makes the implementation of PRSDS impossible for teaching principals and extremely difficult in primary schools. Members seeking clarification on whether task/classroom observation should proceed should contact their Northern Committee representative.

New Procedures

Members are reminded that new procedures are now in place as follows:

- Bullying and Harassment Procedure: Promoting a Dignified Workplace;
- Working with VDUs;
- Alcohol and Drug Misuse Policy;
- Code of Practice on Reporting Malpractice (Whistleblowing Policy).

Teachers and principals will find the above procedures helpful. INTO can

provide awareness-raising sessions on any of the above procedures in schools. For further details contact your Northern Committee representative. All of these procedures are available on the INTO website: www.into.ie under the heading Conditions of Service.

Planning, Preparation and Assessment Time (PPA)

NITC has agreed an INTO proposal that all schools in Northern Ireland should bring forward plans to implement PPA in Northern Ireland before 1 September 2006. PPA is already a statutory right for all teachers in England and Wales and it is important that it be introduced in Northern Ireland without delay.

NITC raised this proposal at the September Teachers' Negotiating Committee and Management Side have agreed to respond.

In the interim period INTO will circulate PPA Case Studies to all primary and secondary schools in Northern Ireland to assist principals and governors implement PPA during the course of this school year.

Teacher Support Network Pilot TSN(NI)

TSN Northern Ireland has launched a pilot in the North West. Teachers seeking support should contact the helpline: 0800 389 5362.

Principals' and Vice Principals' Pay

Principals' and Vice Principals' pay is determined by the schools' Individual School Range (ISR). Individual Boards of Governors have complete flexibility in determining what the ISR is for their school.

Principals' and Vice Principals' should scrutinise the Department of Education's Circular 2003/05 "Teachers' Pay and Conditions of Service" which outlines the salary position for principals' and vice principals'. This is available on the INTO website: www.into.ie under the heading of Salaries. A bulletin on principals' and vice principals' pay will be issued shortly.

**PAY SCALES FOR QUALIFIED TEACHERS 1/4/2005
and 1/9/2005 - 31/8/2006**

Spine Point Salary Range **from 1
September
2005**

Main Pay Scale	£ p.a.
M1	19,161
M2	20,676
M3	22,338
M4	24,057
M5	25,953
M6	28,005

Upper Pay Scale	£ p.a.
U1	30,339
U2	31,464
U3	32,628

1 April 2005 Additional Allowances*	£ p.a.
Management 1	1,638
Management 2	3,312
Management 3	5,688
Management 4	7,833
Management 5	10,572

* Annual Allowances frozen pending new arrangements

LEADERSHIP GROUP PAY SCALE FROM 1/9/2005

Leadership group salary point	1 September 2005
1	33,249
2	34,083
3	34,935
4	35,808
5	36,699
6	37,617
7	38,634
8	39,522
9	40,509
10	41,550
11	42,627
12	43,611
13	44,703
14	45,816
15	46,956
16	48,207
17	49,314
18	50,553
19	51,807
20	53,091
21	54,405
22	55,755
23	57,135
24	58,554
25	60,009
26	61,494
27	63,015
28	64,581
29	66,180
30	67,827
31	69,504
32	71,232
33	73,002
34	74,808
35	76,668
36	78,564
37	80,520
38	82,512
39	84,522
40	86,634
41	88,797

Education Conference on Immigration a success

Over 60 teachers, parents and other educationalists and trade unionists attended the joint seminar on Immigration and Education co-hosted by INTO and UTU in the Carrickdale Hotel on Saturday 17th September 2005 and funded by the City Bridges organisation.

The conference was addressed by parents, principals, teachers and those involved in the support of immigrants entering both the Republic and Northern Ireland. The conference was told of the difficulties of integrating ethnic minorities into schools, the lack of resources and funding to assist parents and pupils deal with educational, health, housing and employment matters and the appalling lack of information in languages other than English or Irish that was needed to allow children to be taught in a safe environment.

Through workshops, participants assisted in developing a series of recommendations that will drive forward a national campaign to support immigrants and schools faced with the arrival of immigrants. It is also intended that the report of the conference will be published by INTO and UTU. The findings of the conference will be discussed by INTO Equality Committee.

Sendo - guidance finalised

From the 1st September 2005, the Special Educational Needs Disability Order (SENDO) became operational in Northern Ireland. As a result of this piece of legislation schools, colleges and universities must, within reason, make all education easier to access for disabled individuals. INTO has already received enquiries about issues including expulsions, transfer tests, administration of medicines and statementing of children. A school who a student and/ or their parent/carer considers have not acted reasonably to mitigate a disability may be referred to a tribunal for a decision.

The Equality Commission has developed two codes of practice dealing with the implementation of SENDO in schools and Colleges of Further and Higher Education. INTO has worked closely with the Commission in the development of these Codes of Practice. We have sought to develop documents which are readable, teacher friendly and will enable decisions to be made which are legal and support both the child and the school. The Codes of Practice are awaiting Ministerial approval and are expected to be published in the early autumn.

Principals who require advice on SENDO and its implementation, or who wish to reserve a copy of the relevant Code of Practice, should contact the Equality Commission, (SENDO Unit) on 02890500600 or visit the website at www.equalityni.org

Election of General Treasurer

At the CEC Meeting on 16 June 2005, Ms Catherine Byrne (General Treasurer) announced her intention of resigning from her position on 31 August 2006.

In accordance with INTO Rules the CEC has decided on the following timetable for the election:

- 01/02 Sept '05: Advertisements of vacancy in National papers (ROI and NI) and on INTO Website
- 16 Sept '05: Closing date for receipt of applications
- 19 Sept '05: List of applicants to all INTO branches (Rule 57)
- 23 Sept '05: October *InTouch/Printout*

- (NI)/INTO Website
Half-page candidate election statements
- Oct/Nov '05: Branch Quarterly Meetings
Branch nominations.
(Nominations representing at least 500 members required under Rule 41)
- 23 Oct '05: November *InTouch* (ROI & NI)/INTO Website
Full-page candidate election statements
- 11 Nov '05: Closing date for receipt of branch nominations
- 18 Nov '05: Deadline for withdrawal (Rule 48B)
- 18-25 Nov '05: *Eolas* with Branch

- Nominations Listed
- 25 Nov '05: Issue of ballot papers/
pre-paid envelopes
- 28 Nov '05: December *InTouch/Printout* (NI). List of candidates validly nominated and names of branches for each candidate (Rule 47) and list of candidates who have withdrawn (Rule 48B).
- 16 Dec '05: Close of poll
- 19/20 Dec '05: Counting of votes and declaration of result.

Please Note: Frank Bunting, Northern Secretary, has withdrawn from the election. See following pages (6 and 7) for election statements from candidates.

Michael Presents Thesis to INTO

Dr Michael Moroney presents a copy of his PhD Thesis to General Secretary, John Carr, at Head Office on 22 September 2005. Michael was conferred with his doctorate degree by NUI Maynooth on 6 September 2005; he had previously been conferred with a MLitt degree by Trinity College in February 2002.

The subject of the PhD Thesis was:

An analysis of the development of salaries and pensions of national teachers and of the role of the Irish National Teachers' Organisation in their progression, 1831 to 2000.

Michael, having served for 19 years as General Treasurer, took early retirement in 1997. He continues to serve as a Director of the EBS Building Society.



Sheila Nunan, Uachtarán INTO

Dear Colleagues,

Over the last number of years, teachers have responded to legislative, curricular and structural reform by fronting both the delivery of inservice and the implementation of change.

Ahead we face further challenges to professional issues, conditions of service and pay. More than ever, we need strong and determined representation to protect our interests.

As a CEC representative, and now as INTO President, I have demonstrated my ability to work on your behalf. I have been involved in negotiations and led representations to school management bodies, the Department of Education and Science and other teacher unions. As an INTO nominee, I promote teachers' interests on the National Education Welfare Board - School Implementation Committee and the National Council for Curriculum and Assessment.

Key issues for members include:

- Pay, benchmarking and pension

- Class size
- Special Education in-service
- Support for teaching principals
- School inspection and reporting
- Pupil Assessment
- Accommodation for school administration and curriculum delivery.
- Disadvantage.
- Child care and early childhood education.

I am asking for your number one vote in this election. I am confident that with my experience and expertise I can represent your interests effectively.

Sheila Nunan,
Uachtarán INTO

Biography

Sheila was born in Newbridge, Co. Kildare and now lives in Glencullen, Co. Dublin.

She graduated from UCD with a B.Soc. Sc. In 1975. She completed the graduate teaching diploma in St. Patrick's in 1979. She has worked as a Class Teacher, Visiting



Teacher, Deputy Principal and Principal.

Sheila was the elected CEC Representative for District 8 in 1995. She held this position until her election as INTO Vice President in 2004. She was elected INTO President in 2005.

Tom O'Sullivan, Assistant General Secretary

Dear Colleagues

I am standing for election because I believe I have the necessary blend of vision, skills, experience and commitment to fulfill the challenging role of General Treasurer and Deputy General Secretary of the INTO. In my present role as Assistant General Secretary I have worked closely with Catherine Byrne. This has given me a real insight into the demands of the job.

The challenges facing teachers and the INTO include class size, benchmarking, assessment and evaluation of teachers and schools, the role of special schools and classes, school leadership, the areas of early childhood care and education and managing the impact of a wide range of education, employment and equality legislation. I believe that, in responding to and campaigning on these issues, the INTO must ensure that we effectively protect and enhance conditions of work, remain focussed on the needs of members, and develop our communications and regional structures.

We must continue to manage our funds efficiently and further develop the range of benefits and services for members.

Arising from my experience as a negotiator, teacher representative, organizer, editor, financial manager and INTO official, I believe I have developed the skills and vision that are now needed. I have long experience of dealing, on a daily basis, with members and the issues that directly affect you in your schools and in your classes. I have served as:

- Class teacher and Learning Support teacher
- Deputy Principal and Principal
- INTO Staff Representative
- INTO Branch Secretary
- CEC Representative
- INTO Assistant General Secretary

I am therefore asking for your support at the Branch nomination and in the ballot in November.

A handwritten signature in black ink, appearing to read 'Tom O'Sullivan'.



Best Wishes

**Ag Déanamh Cúraim Ded' Chúraimí
Ag Friotháil Ort Don Todhchaí
Representing YOUR Interests –
Negotiating YOUR Future**

Billy Sheehan, Assistant General Secretary

Dear Colleagues,

I am seeking your support for my candidature for the General Treasurer / Deputy General Secretary post on the strength of my 14 years' experience as an advocate and representative of primary teachers and on my record as a negotiator and worker on behalf of INTO members.

I believe that I am the candidate whose experience and skills best match the requirements of the post.

Currently I hold the Senior Management position of Assistant General Secretary for Conditions of Employment, where my responsibilities include:

- negotiating with the DES, Management Bodies and at the Teachers' Conciliation Council on issues such as pay, pensions and employment legislation;
- managing the Head Office Query-Line which provides information and advice to over 10,000 callers annually;
- supporting the General Treasurer with the Organisation's financial, legal and

membership affairs; and

- representing the INTO on many external committees such as the Early Retirement Advisory Committee.

My career experience as a teacher and as an INTO Official has given me the ability and expertise to work effectively on your behalf in:

- managing the Organisation's finances – North and South;
- securing real improvements in members' pay and conditions of employment;
- developing membership benefits and services for all INTO members; and
- supporting the General Secretary, the CEC and Northern Committee.

I would greatly appreciate your support.



Biography

A native of Mitchelstown, Co Cork, Billy is a graduate of Coláiste Mhuire, Marino, and TCD. He taught for 12 years in St Cronan's SNS, Brackenstown, Swords, during which



time he was an active member of Dublin North West Branch and a member of District XV Committee. He was appointed as a full-time INTO Official in 1991. Billy was promoted to Senior Official in 1995 and to Assistant General Secretary for Conditions of Employment in 2002.

Noel Ward for General Treasurer

Biographical

From Abbeyfeale, living in Dublin. Teaching Dip St. Patrick's College 1975, BA, H Dip Ed and MA (Education) at 1st class honours level from UCD. Currently studying for Law Society exams.

Employment

Senior Official, Legal and Industrial Relations Section, INTO Head Office since 2002; class teacher in Dublin (Bóthar Bhaile Muna agus Scoil Maelruain, Tamhlacht) 1976-2002 (secondment as Government Programme Manager 1995-1997).

INTO

Staff Representative, Branch/District Committee delegate to Annual Congress over many years, Founding Secretary of Tallaght Branch and Branch Secretary 1982-1987, CEC (National Executive) Representative 1988-1995, third placed candidate behind John Carr and Catherine Byrne in General Secretary election 2001, Head Office Senior Official 2002 to date.

Dear Colleague,

The post of General Treasurer is a key leadership role in INTO.

Extensive classroom teaching experience, seven years on the INTO Executive, a record of leadership and innovation in INTO, academic achievement and publication, full-time INTO work as Senior Official and Equality Officer – success in all of these is part of the 'CV' I offer.

Catherine Byrne leaves INTO finances and resource planning in good shape. I propose as General Treasurer to continue this. I also bring a commitment to fight for fair salary, work to preserve our pension system and retirement options and to campaign for reduced class size. Internally, INTO needs renewal by involving members in Organisation work and training.

Please help; support me for nomination at your Branch October Meeting.



Le dea-mhéin, Ph. (01)4566038 or email: noelward@ireland.com



**TACAIGH LE NOEL WARD
SUPPORT NOEL WARD**