

# Printout



**Irish  
National  
Teachers'  
Organization**

*Cumann  
Múinteoirí  
Éireann*

August 2003

**'Enough is Enough'**  
**CCEA KS3 Proposals**  
**Contacting INTO**  
**ICTU Congress**

# Editorial



The Independent Enquiry report Part 1 is a dead loss. It contains not one original or imaginative proposal. DE and the employers want to keep its contents confidential and it

is easy to see why. The Enquiry Team has laboured lengthily and produced a dead mouse.

With respect to the INTO policy position on parity and equivalence, the report is inaccurate and mischievously misleading. It mirrors uncannily the Department's evidence to the enquiry. This is unfortunate as the DE evidence is an artificial artefact with only passing regard for the reality of teachers in schools. The final Report Part 2 is unlikely now to be any different. A travesty. A waste of £50,000.

The report does not address what is good for the education of our children, never mind the interests of teachers. It is the same old public policy problem of paralysis of the intellect. We must do it England's way, even if, like naughty children, we know not what is in our best interests.

Teachers in Wales are fortunate. They have in Jane Davidson MP, an Education Minister who, unlike the enquiry team and our Department, does not luxuriate in effete dependency on England's DfES.

*Frank Bunting*

Journal of the Irish National Teachers' Organisation in Northern Ireland, 23 College Gardens, Belfast BT9 6BS  
Telephone: (028) 9038 1455  
Fax: (028) 9066 2803  
e-mail: info@ni.into.ie

Editor Frank Bunting

#### TO ADVERTISE

Tel. (028) 9038 1455  
Fax: (028) 9066 2803

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# Cover Competition

We have a bottle of Black Bush for our competition. The first member's name out of the hat who can name the island in our cover picture will receive the bottle.

Clues. It is in Ireland but far from Bushmills. INTO delegates who attended the ICTU Conference are excluded from entering the competition.

Answers to Northern Office, 23 College gardens, Belfast BT9 6BS by 30 September 2003.

## CONGRATULATIONS HELEN



*Rita Fox Chair, Northern Committee gives congratulations from all in INTO to Helen, following her marriage to Paul Mawhinney*

## RETIREMENT FUNCTION



*Northern Committee commemorates the retirement of Tadgh Macphaidean, former Chair BFC and Ray McGuigan NC (right)*

## 'ENOUGH IS ENOUGH' THE CAMPAIGN CONTINUES



*'Part of Northern Committee in Session'*

*L-R: Bill Donnelly, Nary Hughes, Nuala O'Donnell, Barney Magill, Patricia O'Farrell and Mary Lynch*

Following discussions with the Department of Education, Northern Committee has agreed to end its industrial action relating to the ETI Inspection Process in schools from 31 December 2003.

INTO members are advised from 1st January 2004 to co-operate with the ETI Inspection Process, subject to the proviso that members do not co-operate with Associate Inspectors and/or lay members of Inspection Teams.

All other aspects of the industrial action campaign continue.

Reminder as to why INTO is taking Industrial Action?

Over 98% of INTO members voted for this industrial action:

- (i) To protect teachers from excesses of bureaucracy & workload;
- (ii) To mobilise opposition to the introduction of PRP and payment by results for teachers through linking SDPR to teachers' and principals' pay;
- (iii) To secure a teacher friendly outcome from the negotiations arising from the Enquiry into teachers' and principals' salaries.

What the Industrial Action now involves

All INTO members are directed:

- Not to participate in more than one staff meeting per week;
- Not to complete more than one written pupil report per school year;
- Not to participate in any form of SDPR, SDPM training or related class room monitoring or observation by principals/coordinators;
- Not to prepare Governors' Annual Reports for parents.

### **The Independent Enquiry - an opportunity squandered?**

Getting the Enquiry from the previous Education Minister Martin McGuinness MP gave Northern Ireland teachers a unique opportunity to avoid the divisive Performance Management agenda and the shambles of the English schools' system. With the fall of devolution, there are no longer any locally accountable Ministers. The bean counters and their paid apparatchiks believe that once again they are in the ascendency. This time teachers, once again, will have to do it by themselves. INTO has demonstrated that it stands up for teachers' salaries and conditions of service and will not be found wanting this school year.

# INTO CAMPAIGN TO END TESTS AND TARGETS FOR EDUCATION'S SAKE

Northern Conference 2003 mandated the Irish National Teachers' Organisation to organise a campaign against Northern Ireland Curriculum testing arrangements.

Research shows that the key Stage tests lead to:

- Narrowing of the curriculum;
- Stress for pupils, parents and teachers;
- Teaching "to the test";
- Misrepresentation of schools; and
- A loss in the fun in education and the love of learning.

The INTO campaign will restore to teachers their use of professional judgement to assess the needs and achievements of the children they teach and to adapt the curriculum and their teaching methods to meet those needs.

Parents will be informed of the progress of their child. Schools will set and seek to meet their own targets.

A survey of members in the Autumn Term will now take place and will be accompanied by a public campaign seeking popular support.

The campaign will build towards a full ballot of members during the Autumn Term. All members in schools will take part. All pupils and parents will benefit. Education will be released from the straightjacket of national tests and targets.

Northern Secretary, Frank Bunting, said:

*"This Government proclaims we have the best generation of teachers ever. We agree. We believe we should make full use of their talents, skills and commitments. For Education's sake, free them and their pupils from the Northern Ireland Curriculum tests and targets."*

## POST PRIMARY REVIEW - Update

In June 2003, the Minister for Education, Jane Kennedy, MP, announced the membership of the Working Group set up to recommend options for future arrangements for Post-Primary Education.

The Group, chaired by Steve Costello, consists of:

<b>Jim Clarke</b>	CCMS
<b>Gilly Irwin</b>	ELBs
<b>Bishop Donal McKeown</b>	Trustees
<b>Dr Bob Rodgers</b>	GBA
<b>Rev Donald Watts</b>	Transferors
<b>Margaret Martin</b>	Irish Medium Education
<b>Dr Anne Murray</b>	NICIE
<b>Gavin Boyd</b>	CCEA
<b>Ian Houston</b>	Further Education
<b>Avril Hall-Callaghan</b>	NITC

Referring to her decision to include members from the teachers' unions and the Irish Medium Sector, Jane Kennedy said:

*"I have carefully considered the representations from the Teachers' Unions and the Irish Medium Sector. I believe they will bring a helpful additional perspective and I have agreed to include them in the Working Group. I am confident that the members have the experience and expertise to make progress and advise on options for future arrangements that will enable all children in Northern Ireland to achieve their full potential. The Group's first meeting will take place this week."*

The Group will report back by Halloween, 2003.

Kevin Smyth, Northern Committee, warmly welcomed the Minister's decision as a victory for common sense and inclusion:

*'INTO wishes the group a fair wind. All the members are making a major commitment and deserve community support.'*

### TRANSFER TESTS TO GO

Jane Kennedy has also said:

*"Too many children are disadvantaged by the Transfer tests and we cannot allow this to continue. Schools, parents and children need clarity on future transfer arrangements and I am therefore determined that we continue to work towards the abolition of the Transfer Tests as soon as possible. By working with our education partners and keeping our focus on the interests of the child, I am confident that we can build on the consensus that has emerged from the consultation process and develop a modern and fair education system that enables all children to fulfil their potential."*



*Jane Kennedy MP,  
Minister of State with  
Responsibility for  
Education*

## INSPECTIONS' PROCESS - AN EXPENSIVE FAILURE

OFSTED inspections have had no positive effect on examination achievement according to new research that studied more than 3000 schools over 6 years. The University of Newcastle-upon-Tyne research, published in the British Educational Research Journal (Vol. 29, No. 1) found that:

*"OFSTED inspections had no positive effect on examinational achievement. If anything it made it worse. Inspection had a consistent negative effect on achievement, depressing it by one half of a percentage point. The effect persisted during the period studied (1992-1997 GCSE examination results of 1933 mixed sex comprehensive schools)."*

OFSTED is in its tenth year of inspection and costs the public purse £197 million a year. There has been little attempt to measure independently the value of the inspection process to the education system. The House of Commons education and employment committee recommended in 1999 that the National Audit Office carry out a value for money study of the work done by OFSTED but this study was never started and enquiries show the NAO has no plans to organise one.

Charlie Glenn, Northern Committee Vice-Chair, stated:

*"A rebuilding of the professional relationship between the ETI and the teaching profession is long overdue. For too long the emphasis has been on pressure and not enough on support. There are now too many ETI inspectors who have not taught in schools in a long time. School Self-Review is the way forward as an alternative to the inspections of the ETI. But the 'Together Towards Improvement' self-review process was bounced recently on school principals, with a limited pilot and no consultation whatever with the Teachers' Unions. Self-review involves a school setting its own values, goals and targets and actively monitoring the quality of teacher and pupil learning against its own success criteria."*

NITC Seeks Change in Inspection Process

At its June Meeting the Northern Ireland Teachers' Council agreed to seek an end to the practice of unannounced ETI inspection visits of schools and the development of a roster of school inspections whereby



Charles Glen  
Vice-Chair NC

every school in Northern Ireland would know the date of its inspection over the course of the next decade. A meeting with the Chief Inspector Marion Matchett is being sought.

### North of England Education Conference 7-9 January 2004

Belfast Waterfront Hall and St George's Market  
Exhibition Centre

This prestigious education conference is coming to Belfast. It will feature distinguished speakers and exhibitions. Check out the website on [www.neec2004.org](http://www.neec2004.org)

Schools should consider taking a day off to visit the exhibitions. The conference is sponsored by the 5 Education and Library Boards and the theme is; 'Education in a Pluralist Society.' More anon.

# CCEA KS3 PROPOSALS



*Nuala O'Donnell, INTO Senior Official*

New CCEA proposals for the curriculum and assessment in KS3 will be in schools in September. These proposals have been redrafted following concerns expressed to a previous draft which included:

- Lack of information on which to make judgements;
- Opposition to assessment linked to Areas of study;
- Little support for many pupils to complete KS3 in 2 years.

There was support for a more flexible approach to KS3 and for approaching change slowly-including trialling and piloting before implementation.

## The New Proposals

The statutory curriculum is to be organised into the following Learning Areas and Contributory Subject strands.

Learning Areas    Contributory strands

1. Learning for life and work - Education for work  
Local and Global Citizenship  
Personal Development (including Home Economics)
2. General Learning Areas - The Arts (contributory strands Art & Design, the performing Arts and Music)

English (including Media Education)  
Environment & Society (contributory strands History & Geography)  
Modern Languages  
Mathematics (including financial capability)  
Science and Technology  
Physical Education  
Religion Education

The proposals contain guidance on developing a more coherent curriculum and outline models for the timetabling of the curriculum. The aim is to make learning more connected and transferable from one context to another.

It is proposed that personal skills and capabilities - (improving own learning, working with others, critical and creative thinking skills, communication, application of number and ICT) should infuse every area of the curriculum.

The consultation document contains proposals for each of the Learning Areas and the Contributory Strands within them.

The assessment proposals are:

1. The current system of testing at KS3 be replaced by a system of teacher assessment.
2. Schools produce a statutory annual report for each pupil.

CCEA recommends that:

The annual report be set out in 3 sections:

- Achievement in Learning for Life and Works;
- Attainment in the Learning Areas/subjects;
- Pupil Aptitudes and Interests.

CCEA also recommends that:

- Schools include a structured pupil input and parental feedback in their annual reporting (non-statutory);
- Schools retain, as a minimum, the non-contact time currently available under present Key Stage 3

arrangements to fulfil the new requirements;

- CCEA pilots and evaluates the format of and processes for developing the annual report before the requirements become statutory.

CCEA is also proposing to develop an accreditation model for assessment policy and practice, which will focus on four main areas:

- Classroom assessment and practice;
- Recording;
- Standard setting (including moderation);
- Reporting to parents.

Schools and teachers are to be supported in the process of achieving Accreditation. CCEA is to monitor the quality of annual reports to Parents! CCEA proposes to continue to develop ICT based systems to support assessment, development of pupil profiles, recording and reporting systems, monitoring and moderation and data collection and manipulation. It is also proposed that CCEA continues to publish the average level of pupils' attainment at KS1, 2 & 3 to be included in the annual report.

The proposals contain 3 alternatives for reporting attainment in Communication, Application of Number and ICT, which includes the continuation of a modified version of the 8 level scale which focuses on skills and covers both primary and post-primary attainment. There are many concerns with these proposals for Curriculum and Assessment at Key Stage 3 including increased workload & bureaucracy; jargon approaching gibberish; more inflexibility through statutory reporting and the continuing de-professionalisation of the teacher.

It is crucial that all secondary teachers take a long hard look at these proposals and let CCEA know their views by the closing date in November 2003. Members are invited to forward comments on the proposals should to Nuala O'Donnell by the end of October 2003.

## INTO/UTU EDUCATION CONFERENCE



L-R: Rita Fox (Chairperson INTO Northern Committee), Kathryn Stallard (NUT), Sally McKee (President UTU), Dr Rosemary Kilpatrick (QUB)

The annual INTO/UTU Education Conference was held in Belfast recently. The conference theme was 'Special Educational Needs, Inclusion in Mainstream Schools.' The guest speakers were Dr. Rosemary Kilpatrick, QUB Education and Kathryn Stallard, Former NUT President and special school principal.

Rosemary gave a presentation on the research and theory of Inclusion in mainstream. She stated that the theory was fine but putting it into practice was

different. Rosemary highlighted the problems, which needed to be addressed within the current system before Inclusion, can become a reality. In Northern Ireland the current transfer system is a further barrier to Inclusion. Rosemary said, "We are trapped in an illusionary concept of Inclusion which can't work in a selective system!" She highlighted the preparation required before Inclusion can become a feature of mainstream education - support, training, sharing of ideas, maximising expertise in school and outside of it and

the SENCO as a consultant rather than an administrator.

Kathryn Stallard outlined NUT policy on Inclusion as one "where pupils are involved in collaborative situations but not necessarily situational" and spoke of her experience of inclusion as a SEN school principal. She gave an insight into how inclusion and integration can work when approached with flexibility and imagination. She illustrated how teachers and pupils in mainstream and SEN schools can work together in support of each other and provide the best education for all pupils.

Kathryn also highlighted the changes to SEN Code of Practice in England and Wales and the impact of the SENDA on schools. She identified resource as a major factor in the problems surrounding Special Education, SENDA, the SENCOP and Inclusion. "Convincing mainstream colleagues to move forward on Inclusion is very difficult due to the problem of league tables and SATS"

Both presentations were well received by the delegates and featured in the discussion groups. The final session of the conference was a Question and Answer Panel session in which the speakers were joined by Fintan Murphy, CCMS, Avril Hall-Callaghan, UTU, and Nuala O'Donnell, INTO.

## WORKING FOR HEALTH

Every year in Northern Ireland some 70,000 people suffer some form of work-related health problem. Many of these are teachers. This work related health problem may prevent them doing their normal jobs. Many of these people will be out of work for very long periods and some will never return to the workplace.

The costs to society, employers and the individuals themselves is enormous - estimated to be in the region of £330 million per year.

Working for Health represents a commitment by Government

Departments, District Councils, Employers, Trade Unions, Occupational Health Professionals and other key stakeholders to work in partnership to improve the standard of health in the workplace.

All parties will work together to:

- reduce ill health caused or made worse by work;
- help people who have been made ill, whether caused by work or not, to return to work; and
- develop the workplace as a priority setting to improve the health of the people of Northern Ireland.

INTO consider the introduction of Working for Health as undoubtedly an important milestone. However, it is only the start of a lengthy process which, over the coming years, will enable us to realise the strategy's vision to create "A work culture that protects, promotes and supports health and well being".

To obtain a copy of this advice contact the Health and Safety Executive (NI) advice line on 0800 032121 or online at [www.hseni.gov.uk/requestform](http://www.hseni.gov.uk/requestform)

# WELCOME TO THE TEACHING PROFESSION!



*Helen Mawhinney-  
Recruitment Officer INTO*

A warm welcome to all new student members of the INTO. INTO was the first teachers' organisation founded in Ireland in 1868 and

remains the largest teacher union in Ireland. As an INTO member you will meet our representatives on campus and at school while on teaching practice.

Please feel free to utilise the full range of INTO services available to you:

<b>Information</b>	INTO publications - Printout and InTouch
<b>News</b>	INTO bulletins - see your INTO Noticeboard on Campus
<b>Top Tips</b>	INTO guidance on Teaching Practice
<b>Ongoing Support</b>	From INTO School Representatives when in school

## Where to Find Us:

INTO Northern Office  
23 College Gardens  
BELFAST BT9 6BS

Telephone: 9038 1455

E-Mail: [info@ni.into.ie](mailto:info@ni.into.ie)

Web-Site: [www.into.ie](http://www.into.ie)



*Gordon Patterson, Stranmillis University College receiving his Vere Foster Medal from Rita Fox, Chair INTO Northern Committee. Gordon, who hails from Co. Cavan, comes from a family of longstanding INTO members. INTO wishes him every success for his teaching career*

## VERE FOSTER - MEDAL WINNERS 2002

Vere Foster was the first President of the INTO. He used his personal fortune and the profits from his famous copy books to advance education in Ireland and fund famine relief work. Each year INTO presents a solid gold Vere Foster Medal to the student in each Teacher Training Institute who has achieved the highest standard of practical teaching in their final year.

Congratulations to this year's winners:  
St Mary's University College - Eileen Thornton  
Stranmillis University College - Gordon Patterson

## YOU ARE NEVER ALONE IN THE UNION

Congratulations to new INTO members Ms Siobhan Ryan, Portaferry and Ms Paula McAnenly, Ballygawley, each the winner of a weekend break for two in the Slieve Donard Hotel, Newcastle - courtesy of the INTO.

## MEMBERSHIP AUDIT PRIZE DRAW

You will be aware that INTO undertook an audit of our membership during the summer term. A big thank you to all school representatives who responded to Northern Office requests for membership information. Two prize draws were held for those Representatives.

The lucky winners were Dr Fiona Lynch, St MacNissi's College, Garron Tower and Mr John McComb, St Francis' PS, Lurgan each the winner of £50.00 of Marks and Spencer Gift Vouchers.



# HOW TO CONTACT INTO



*Tony Lappin  
CEC District II*

INTO strives to deliver the best service possible for professional trade union members. Being the best is just not good enough. We are always keen to learn how we can enhance our service and improve the representation and assistance for all our members in Northern Ireland. The members after all are the union.

If you have a query or a concern, your first port of call should usually be your school representative. The school representative is the most important link between the school based members and the union. Most likely, the school representative will have attended an INTO training course, will have the School Representatives' Handbook and can answer your query locally.

Other key sources of expertise are the local branch secretary and the Northern Committee Area Representative. There are nearly 50 such reps in Northern Ireland. Northern Committee representatives names and telephone numbers are listed below and are also in your INTO Diary. Northern Committee is responsible for INTO policy matters in Northern Ireland.

Northern Committee Representatives:

NEELB	Primary	Anne Madden	7964 2508
	Post-Primary	Barney Magill	9077 7742
SEELB	Primary	Kevin Smyth	90201571
	Post-Primary	Pat Hanna	4461 4042
BELB	Primary (1)	Eddie Keenan	9059 2401
	Primary (2)	Gerry Murphy	3753 9591
	Post-Primary	Des McDonagh	9077 7396
SELB	Primary (1)	Mary Hughes	3755 1136
	Primary (2)	Mary Lynch	3832 4983
	Post-Primary	Patricia O'Farrell	8774 8282
WELB	Primary (1)	Rita Fox	8076 1647
	Primary (2)	Charles Glenn	7134 1578
	Post-Primary	Brendan Harron	7134 4206



*Mary Cahillane  
CEC District I*

The two Central Executive Committee [CEC] representatives are Mary Cahillane, District 1 [Belfast, North-Eastern and South-Eastern Education and Library Board areas] and Tony Lappin, District 2 [Southern and Western Education and Library Board areas]. Both these districts are the biggest in the INTO.

Mary Cahillane Home Telephone No. 9022 0349

Tony Lappin Home Telephone No. 3833 6334



*Tony Carlin  
Manager INTO query unit*

Underpinning this service is the Northern Office Query and Casework unit managed by Tony Carlin with Nuala O'Donnell and Frank Bunting. Northern Office is contactable continuously from 0900 to 1700 hours Monday to Thursday and Friday 0900 to 1600 hours. Members are advised, in the first instance, to contact their school representative or their Northern Committee representative.

## KNOWING YOUR RIGHTS - ASSAULTS ON TEACHERS



*Tony Carlin  
Manager INTO query unit*

The role of the teacher is being continually broadened and the requirements for the job are becoming more diverse. Teachers today are expected to become experts in teaching, classroom management, ICT, discipline, and are often required to work in run-down schools with dilapidated equipment, confrontational pupils and lack of support from heads and colleagues.

As the teachers' job becomes more demanding, the greater the likelihood of accidents happening, of tempers getting lost and the essential requirements of the job being overlooked.

Cases of teachers committing suicide have been widely reported in the media, and a record settlement of £300,000 was recently awarded to a teacher who suffered a nervous breakdown brought on by stress suffered at work.

### What is an Assault?

An assault in "an unwanted trespass on the person". It is a criminal tort (wrong) and can be the subject of criminal proceedings.

An assault can be carried out by verbal, physical or sexual means. Where actual physical contact a

"battery" has also been committed.

Assaults upon professional teachers are vigorously condemned by INTO. INTO advises that all assaults or battery upon professional teachers by any party should be reported to the Principal. In certain circumstances INTO members may wish to seek advice about submitting a statement relating to an assault before doing so.

Where a teacher is off work for more than three days there is a legal requirement to report the assault and/ or battery to the Health and Safety Executive.

## WRITE SIDE OF THE LAW

Sending emails is an easy, efficient way to get the message across. Is your correspondence safe?

30 to 40 billion e-mails are sent every day worldwide. Most schools are now connected to the internet and e-mail is a common means of written communication. With the increase in e-mail has also come an increase in e-mail abuse. Although there are a number of voluntary codes of practice and many schools may have internet and e-mail policies, there is no specific legislation to protect someone from intercepting and reading personal e-mails. There are however specific protections within the Data Protection Act 1998, the Human Rights Act 1998 and the Regulation of Investigatory Powers Act 2000 which may be referred to if an individual becomes aware that their personal e-mails were being intercepted.

To avoid getting into e-mail trouble INTO advises:

- Know your schools policy on emails;
- Think twice about sending an e-mail. Imagine typing the e-mail on headed paper before you send it;
- Never use the Reply All function and always check the headers before doing anything. If a wrong e-mail address has been entered then the mistake will be compounded;
- Double check all attachments. Never attach a file or folder unless you can verify its contents and ensure that it is safe;.
- Fill out the address recipient only when you are happy to send the email;
- Don't use web mail. Hotmail and other based web services may be stacked full of unsavoury material which could land you in serious trouble;

- Don't sign up for junk mail with your school account;
- Don't swear in the e-mail and don't send pictures;
- Keep it short.

### TOP 10 e-mail Bungles

You could become public enemy number one in school if you cultivate bad email habits. Avoid:

- Pornographic, obscene or illegal content;
- Racist content;
- Harassment or bullying;
- Disclosure of confidential information;
- Entering into a contract;
- Breach of copyright;
- Believing that an e-mail emptied from an inbox has been permanently erased;
- Believing that e-mails are a safe and secure communication medium;
- Believing the school when they say that your e-mails aren't being monitored.

## WATER CHARGES

**An update on the ICTU campaign against water charges by CEC District 1 Rep. Mary Cahillane**



*Mary Cahillane CEC District 1 with Tony Carlin at Northern Committee discussion on water charges*

According to New Labour Minister, Angela Smith, we will be paying water charges by 2006. The consultation document states that the average water charge will be “in the region of £350-£400 per year. The figure would rise steadily as investment levels increase, as they must”.

The introduction of water charges is the first step towards the privatisation of our water service. The five options outlined in the consultation document on how we would like our water to be managed are all varying forms of privatisation. In Northern Ireland 600 water service job redundancies have already been announced and more will follow if the service is privatised.

In 1998 the World Bank predicted that the global trade in water would soon be a US\$800 billion industry and by 2000 this projection was raised to one trillion dollars. A handful of giant water companies dominate the global water industry. Two French companies, Vivendi and Suez are the biggest by far. Together they control over 70% of the world’s private water market.

Britain and France are the only “developed” countries to have a privatised water service. Institutions like the IMF and the World Bank have forced poor countries to privatise their water service, along with other public assets, in order to receive loans. This has led to an increase in diseases and the infant mortality rate because only the lucky can afford clean piped water. Water privatisation for these purposes is inhumane.

At the regional consultation meetings in Northern Ireland there was widespread opposition to water charges in any form. The entire audience walked out of the Derry meeting. In Enniskillen a motion rejecting water charges and calling for a properly funded publicly owned service was passed unanimously. In Belfast the reaction was the same. There is widespread belief that the proposed £350-£400 initial charge is just extra taxation. People already pay for water through the regional rate. The extra charge is double taxation. The charge will be an increasing burden for the less well off. There may be no exemptions. Pensioners and those on benefits may have to pay. The real aim is to make the water service “self financing” so that it can be sold off.

The Irish Congress of Trade Unions has launched a campaign of opposition to water charges in any form. INTO endorses this campaign and urges teachers to oppose water charges.

## TRAINING FOR MEMBERS

A retirement seminar for INTO members considering retiring at end of August 2004 will be held on 21st October 2003 in Belfast.

Further details and application forms will be sent to School Reps in September 2003.

School Representative Training will take place in Armagh in October 2003. Further details and application forms will be sent to all school representatives in the North Armagh, South Armagh and Armagh branches in September 2003.

## FUNDING FOR NORTH BELFAST

The Minister with responsibility for Community Relations, John Spellar MP, has announced that £795,000 is to be allocated to community partnerships in North Belfast in order to deliver programmes targeted at local need. The funding is being allocated under phase one of the North Belfast Community Capacity Building Programme, which encourages Community Groups in North Belfast to implement self help programmes and brings to just over £1 million the total allocated by the North Belfast Community Action Unit this year.

## PEACE II EUROPEAN INITIATIVE

Mr. Dodds: To ask the Secretary of State for Northern Ireland if he will make a statement on progress on funding for organisations under the Peace II European Initiative in North Belfast.

Mr. Pearson: No projects were funded during 2001. However, during 2002, 71 projects with a total value of £8 million were allocated funding under the Peace II Programme in the North Belfast area and 12 projects with funding of £1.5m have been approved in 2003 to date. The information relates to projects that which have been allocated funding with a postal address in the North Belfast Parliamentary Constituency. Where the project address is incomplete, further analysis has been carried out on the applicant address. The figures, therefore, have been produced by first including those projects with a project address in Belfast North and then adding those where the project address is incomplete but the applicant address is in Belfast North. However, where it is apparent that the benefit of the project clearly falls outside North Belfast, these amounts have been excluded. Also, the impacts of any project may extend beyond the geographical location of the project itself.

## BLOODY SUNDAY ENQUIRY

- By June 2003 Government spend on the Bloody Sunday Enquiry amounted to £105 million.
- Commission costs: NI Human Rights Commission last year were £1,217,250.
- Equality Commission NI were £7,512,000

## UNSPENT BY DEPARTMENT OF EDUCATION

Last year £50 million more than the cost of paying incremental progression to teachers from UPS1 to UPS2

## UPDATE ON ENGLISH NATIONAL AGREEMENT

Mr. Miliband: The National Agreement, signed by Government, employers and school workforce unions in January, sets out the shared strategy for raising standards and reducing teacher workload. The signatories have now agreed draft changes to the teachers' contract. The first phase of changes, including the

removal of administrative and clerical tasks from teachers, will, subject to Parliament, come into force in September. We have also established a National Remodelling Team and a network of LEA facilitators to provide schools with practical advice and support in implementing the Agreement.



*INTO/UTU Fraternity  
UTU Official Louis Love with CEC members Noreen Flynn (left)  
and Sheila Nunan (Right)*

## REFORM AND REINVESTMENT INITIATIVE

Mr. Dodds: To ask the Secretary of State for Northern Ireland what the interest rate for borrowings is under the Reform and Reinvestment Initiative; and what the interest rate for PPP projects is.

Mr. Pearson: The Reinvestment and Reform Initiative (RRI) is about tackling Northern Ireland's infrastructure deficit and improving and reforming public services. As part of the RRI, there is the power to access borrowing from the National Loans Fund (NLF). The Public Works Loans Board (PWLb) is the statutory body that facilitates all lending from the NLF and they publish the interest rates through their website on a daily basis ([www.pwlb.gov.uk](http://www.pwlb.gov.uk)). The interest rate on any loan will be dictated by the prevailing rate at the time it is drawn down.

It is not appropriate to consider PPP projects as borrowing by the public sector. Rather, the PPP approach allows additional resources to be levered in from the private sector sooner than is possible under conventional procurement, with additional benefits in terms of value for money and efficiency. While the cost of capital for the private sector may be higher than borrowing from Treasury, this is mitigated by other cost, risk and service advantages inherent in the approach. Value for money over the lifetime of the contract is the key concept.

## WATER CHARGES

Mr. Dodds: To ask the Secretary of State for Northern Ireland whether water charges are included for the purposes of determining convergence with local taxation in Great Britain under the Reform and Reinvestment Initiative.

Mr. Pearson: Yes.

## SIB

Mr. Dodds: To ask the Secretary of State for Northern Ireland who has been appointed to the Strategic Investment Board; and what the terms of their appointments are.

Mr. Paul Murphy: Five Directors have been appointed to the Strategic Investment Board. They are Mr. Tony Watson, Mr. James Stewart, Mr. Greg Sparks, Mr. Nigel Hamilton and Mr. Andy Carty. Mr. Watson has, additionally, been appointed as Chairman.

The Directors have been appointed for a three-year period while the Chairman has been appointed for one.

## REVIEW OF PUBLIC ADMINISTRATION

Mr. Dodds: To ask the Secretary of State for Northern Ireland what progress has been made on the review called Reform of Public Administration.

Mr. Paul Murphy: The Review of Public Administration (RPA) was initiated by the Northern Ireland Executive in June 2002. The original work programme for the review envisaged final decisions being taken by the Executive in December 2003. The suspension of the Northern Ireland Assembly has, however, affected this timetable. The RPA has continued with its scheduled programme of engagement, research and study visits, but I decided earlier this year not to go out to public consultation in advance of the elections to the Assembly, then scheduled for 29 May 2003. I am currently examining the options for the future conduct of the Review and intend to make an announcement in the near future.

## AUTISM

Mr McGrady: To ask how much money has been allocated by DE in each of the last 5 years to ELBs to address the requirements of those who suffer from autism.

Ms Jane Kennedy: DE gives ELBs a block grant each year from which they fund the various services they provide. Within their block grant, Boards establish their own spending priorities and this includes their spending on Special Educational provision. Special Education budgets do not specify expenditure on particular areas of SEN and it is not possible separately to identify funding allocations for provision for children with Autism. Children with an Autistic Spectrum Disorder can receive appropriate provision in Special Schools, Units or mainstream schools. Support in mainstream schools can include classroom assistance, support from ASD Advisory Officers or specialist teacher support.



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# Irish Congress of Trade Unions Biennial Delegate Congress

The Irish Congress of Trade Unions is the central trade union body of Ireland. It meets on a biennial basis and in intervening years, the Northern Ireland Conference of the ICTU is held. Most of the teachers' unions are now affiliated including ATL, AUT, IFUT, INTO, NASUWT, NATFHE, TUI and UTU. ASTI, the secondary teachers' union in the Republic of Ireland is the only substantial teachers' union outside the Congress unfortunately.

The President of Congress this past 2 years has been Senator Joe O'Toole, former General Secretary, INTO. He has now been succeeded by Brendan Macken of AMICUS.



*President of Irish Congress of Trade Unions, Senator Joe O'Toole*

Two INTO members were successful in being elected to the Executive Council of the ICTU, General Secretary, John Carr M Ed and General Treasurer Catherine Byrne



*Elected to ICTU Executive Council  
John Carr, General Secretary INTO, Catherine Byrne,  
General Treasurer INTO*

The highlight of the BDC was the inspirational address given at the ICTU International Solidarity fringe meeting by Francisco Ramirez, General Secretary, Columbian Mineworkers' Union. The International Labour Office and Amnesty International have stated that Columbia is the most dangerous country in the world for trade union organisers and members. Hundreds have been murdered in campaigns funded and sanctioned by multinational oil and soft drinks' manufacturers.



*Columbian Trade Union Tragedy  
The outstanding event at the ICTU Congress was a memorable  
address by Francisco Ramirez, General Secretary, Columbian  
Mineworkers' Union*

Francisco himself goes to work wearing a bullet proof vest and travels in a bullet proof car. He appealed to Irish trade union members for solidarity in this severe time of trial. INTO appeals to all members to remember our trade union colleagues in Columbia and to do what we can to help them

Francisco's address touched the hearts of the packed out fringe meeting. Many INTO CEC reps and other teaching union colleagues were in attendance including:

It was not all work and no play. One evening, General Secretary, John Carr invited all teaching union delegates from Northern Ireland and other friends and colleagues to a dinner and sing song which went on into the small hours. The guests were welcomed by INTO President, Sean Rowley under the uncanny gaze of former USA President John F Kennedy.

Last but not least, Louis Love, Trade Union Official, Ulster Teachers' Union wasted no opportunity to cement the INTO/UTU fraternal relationship.



*INTO President Sean Rowley observed by John F Kennedy*



*CEC members at International Solidarity meeting  
L-R: Dennis Bohane, Sheila Numan, Donal O'Donoghue and  
Brendan O'Sullivan at Congress*



*Many leading Northern Irish elected trade union leaders were in  
attendance including 2 women presidents: Carmel Gates, President,  
Northern Ireland Public Service Alliance [NIPSA] - the largest trade  
union in Northern Ireland and Sally McKee, President, Ulster  
Teachers' Union*

## A CREDIT UNION FOR TEACHERS - BTCU LTD

The Credit Union movement is long-established throughout Ireland. It has now evolved well beyond its 'parish pump' roots into a modern, efficient financial services organisation, yet faithful to its 'not for profit' ethos.

Belfast Teachers' Credit Union was established in the 1960s with a common bond limited to Belfast teachers but membership is now extended to all those directly involved in education and training, living or working in postcode areas BT 1-44 & 60-67. Applications are also considered from non-teaching spouses of members.

Currently our 1500 members have combined savings of £3 million - but most of this is in turn loaned to members at a standard interest rate of 1% per month on the diminishing loan balance - no charges, no penalties, no insurance costs. Overheads are low and all surpluses are distributed to members as dividend on savings (4% in 2002) plus a rebate of loan interest paid (20% in 2002). All loans have free insurance cover, with additional life insurance benefits on savings.

BTCU Ltd is managed by an elected Board of Directors and employs two full-time staff. We contribute to the

wider Credit Union movement at regional and national levels, with our president acting as secretary of Chapter 3 and another director elected as one of four supervisors of the Irish League of Credit Unions.

Our membership officer is available to visit groups of staff in schools and excellent advice is available from our office staff on 028 9030 9770. If you think the Credit Union could help you manage your finances better give us a call.

Margaret Boyd  
TREASURER