

Report of Teachers Conciliation Council (C & A) 2019

The following organisations are represented at the TCC which is chaired by the Workplace Relations Commission:

Official Side	Managerial Side	Teachers' Side
<ul style="list-style-type: none">– Department of Education and Skills	<ul style="list-style-type: none">– ACCS– CPMSA– ETBI– JMB	<ul style="list-style-type: none">– ASTI– INTO– TUI

The Council provides a forum to discuss issues of concern and the potential to negotiate settlements in the event of differences arising.

There are a number of existing claims lodged by the teachers' side being considered by the official side. These currently include:

- *Claim to have lifted the date restriction of 31 October 2018 imposed by the DES for the claiming of outstanding qualification allowances.*
- *Claim for establishment of an occupational injury scheme for teachers.*
- *Claim that teachers acquire the right to opt in or out of the Supervision and Substitution scheme on an annual basis.*

A number of Sub-Committees exist which report to the Council from time to time. These include:

- Probation Management
- Payroll Technical Issues
- Incremental Credit Sub-Committee

Other areas where discussions took place during 2019 and progress is being made reaching a common understanding and the development of proposals include:

- Principal and Deputy Principal Appeals.
- Refund of Fees Provisions for Teachers undertaking third level courses.
- Section 28 of the Education Act 1998.
- Partial Absences.
- Adjudication Finding on Secure Unit Allowance of 25 October 2016.
- Bereavement Leave – Extension to Teachers of terms of DPER Circular 01/2017.
- Change to the IHR added years for Job Sharers.
- Acting Principal posts/the role of the Deputy Principal.
- Teacher Mobility.
- Teacher wind-down scheme.
- Permanent Appointments: Interpretation of Circular Letters (including Circular 59/2016 and 08/2018).
- Administrative requirements regarding Child Protection Complaints to BOM.
- Reproductive Health Issues and the need for a Leave Provision for Teachers in respect of Reproductive Health-Related Absences.
- Teaching as a Substitute teacher while Job-Sharing.
- Teaching while on Career Break – payment rate and hours/days limit on teaching.
- Pay Rate Anomalies e.g. hourly rate differentials, July provision differentials.
- Standardised School Year 2020-2023.
- DES Payroll and Handling of Over-Payments (Circular 0084/2015 refers) related to Sick Leave.
- Violence at Work Definition and Terms of Circular 0061/2017.
- Recording of Pregnancy-Related Leave separately to Sick Leave.
- Substitute Teachers: Payment for Attendance at CPD on a Day when they would Otherwise be Paid as a Teacher.
- Parent Leave – Implementation of two weeks' paid parents leave.

*Mr. John Irwin, General Secretary, ACCS,
Representative on the Teachers' Conciliation Council.*