



# ASTI

A century of service

**103rd  
Annual Convention  
2025**

REVISED BOOK 1

# Convention **Handbook**

**SERVING  
TEACHERS  
PROMOTING  
EDUCATION**



# CONVENTION 2025

## 103rd ASTI ANNUAL CONVENTION



Donal Cremin, President, ASTI



Kieran Christie, General Secretary, ASTI



Teachers protesting during lunchtime outside Coolmine Community School on 19th November 2024  
in a bid to delay the implementation of Senior Cycle redevelopment

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# CONVENTION PROGRAMME

## TUESDAY, 22nd APRIL 2025

### 12:00 noon OFFICIAL OPENING

*If the business of Annual Convention is progressing quicker than expected Convention may, at the discretion of the Presiding Officer, move to the following business on the Convention programme.*

### 12:00 noon to 2.00 p.m.

#### PRIVATE SESSION

##### Election Arrangements:

As there is only one nominee for President, Vice-President and Honorary Treasurer, there will be no elections in that regard.

Nomination papers for the election of Trustees will be available between 2.45 p.m. and 5.30 p.m.

- |  |             |
|--|-------------|
| (i) Credentials  |             |
| (ii) Adoption of Standing Orders   | Book 1 - 13 |
| (iii) Appointment of Timekeepers   |             |
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2:00p.m. to  
4:00p.m.

#### Public Session

2.00p.m.

#### DECLARATION OF ELECTION OF PRESIDENT

#### EDUCATION

Book 2 - 44

#### MOTION 14 – SENIOR CYCLE

In view of the fact that teachers are required to certify that Additional Assessment Component coursework submitted to SEC is solely that of the student, that the ASTI demand that all teachers be indemnified against any subsequent actions or legal cases taken by students against teachers as a result of the SEC withholding results due to suspected cheating with the aid of AI or other means. (Clare)

#### MOTION 48 – SENIOR CYCLE

That the ASTI refuse to cooperate with the introduction from September 2025 of the redeveloped Senior Cycle unless the following demands are met:

- Specifications for all subjects meet our demands for depth of treatment
- Assessment weightings respect the unique nature of each subject and are not restricted to a 'one size fits all' 40-60 per cent approach
- All necessary documentation including specifications, sample papers, sample marking schemes, and teacher guidelines are made available to teachers in advance of the introduction of any new specification
- Full training is provided to all teachers of the subject
- Agreed ICT resources necessary for Senior Cycle are available in all schools
- All Science labs in all schools are brought up to agreed minimum standards.

**(Dublin North East) (Requires a ballot)**

Amendment

Amend by:

- (a) removal of '40-60 percent approach' after 'one size fits all' to be replaced by 'minimum of 40 percent approach' in the second bullet point.

(b) insert 'at least one year' after 'teachers' and before 'in advance' in the third bullet point.

The amended motion will then read as follows:

That the ASTI refuse to cooperate with the introduction from September 2025 of the redeveloped Senior Cycle unless the following demands are met:

- Specifications for all subjects meet our demands for depth of treatment
- Assessment weightings respect the unique nature of each subject and are not restricted to a 'one size fits all' minimum of 40 per cent approach
- All necessary documentation including specifications, sample papers, sample marking schemes, and teacher guidelines are made available to teachers at least one year in advance of the introduction of any new specification
- Full training is provided to all teachers of the subject
- Agreed ICT resources necessary for Senior Cycle are available in all schools
- All Science labs in all schools are brought up to agreed minimum standards.

**(Clare)**

#### **MOTION 41 – SENIOR CYCLE**

That the ASTI adopt the position that all aspects of senior cycle assessment should remain the responsibility of the State Examinations Commission.

That the ASTI direct teachers not to engage in any scheduling, administering, supervising, storing or correcting of the additional assessment component associated with the senior cycle redevelopment. **(Dublin South County) (Requires a ballot)**

#### **MOTION 51 – SENIOR CYCLE**

That, no change to state examinations be introduced until a minimum of two years after sample papers and marking schemes have been published and training for teachers has commenced. **(Galway)**

#### **POLICY IMPLEMENTATION**

Budget 2025

Book 2 - 10

General Election

Book 2 - 4

**4:00 p.m.**

**Adjournment**

**4:25 p.m.**

**PUBLIC SESSION**

**PRESIDENT'S ADDRESS**

**MINISTER'S ADDRESS**

**6:00 p.m.**

**Adjournment**



## WEDNESDAY, 23rd APRIL 2025

**Ballot papers** will be available between **9.00 a.m. and 12 noon** for the election of Trustees, Education Committee, Equality Committee and Safety Health and Welfare Committee.

**Ballot papers must be placed in ballot boxes between 10.30 a.m. and 12.30 p.m.**

**Nomination papers** will be available between **2:30 p.m. and 5:30 p.m.** for the election of Steering Committee, Investment Committee, Rules Committee, Pensions Sub-Committee, Business of CEC Sub-Committee and other subcommittees as relevant.

**Completed nomination papers must be submitted by 6:00 p.m.**

**9:30 a.m. to  
1:00pm**

### Public Session

*If the business of Annual Convention is progressing quicker than expected Convention may, at the discretion of the Presiding Officer, move to the following business on the Convention programme.*

### POLICY IMPLEMENTATION

Survey 2024

Book 2 - 49

Rationalisation

Book 2 - 1

Occupational Health Service

Book 2 - 3

Employee Assistance Service

Book 2 - 4

Safety, Health & Welfare Committee

Book 2 - 12

ICTU Health and Safety

Book 2 - 7

### MOTION 19 – HEALTH AND SAFETY

With regard to physical aggression in the classroom, that the ASTI conduct a survey of its members with regard to physical aggression experienced in the workplace and negotiate with the Department of Education to provide the following measures for injured school staff, namely:

- 1) immediate financial assistance to cover expenses relating to medical bills, therapy sessions and medication.
- 2) assault leave for teachers for the duration of their medically certified leave.
- 3) a comprehensive support system for teachers who have become victims of violence.
- 4) research the correlation between mental health issues and physical escalation by students and establish a best practice model for teachers, should such a correlation be found. **(Drogheda Sean Higgins)**

### MOTION 23 – HEALTH AND SAFETY

That, as a matter of priority, the ASTI negotiate with the Department of Education with the aim of amending the sick leave scheme, as outlined in Circular 0013/2024, so that sick leave days exclude weekends and public holidays. **(Drogheda Sean Higgins)**

### MOTION 30 – HEALTH AND SAFETY

That, in order to support teachers who fall ill, the ASTI seek a doubling of the current sick leave entitlements as a step towards the restoration of the arrangements pertaining before the economic crash of 2008. **(Dublin South 1)**

**11:00 a.m. GENERAL SECRETARY'S REPORT****COMMUNITY AND COMPREHENSIVE**

Advisory Committee Report	Book 2 - 92
Industrial Relations	Book 2 - 15
Conciliation and Arbitration	Book 2 - 13
Redeployment	Book 2 - 11

**MOTION 12 – TERMS AND CONDITIONS OF WORK**

That the ASTI negotiate with the Department of Education that any hours spent on extracurricular activities be considered part of Croke Park hours. **(Carbery)**

**POLICY IMPLEMENTATION**

Relations with Parents	Book 2 -4
NCSE Departmental Council Retirement Seminars	Book 2 - 4
Retirement	Book 2 - 9
Pensions Sub-Committee	Book 2 - 8

**MOTION 10 – TERMS AND CONDITIONS OF WORK**

That the ASTI commission an independent report into the different options that are available to members so that they can make a more informed choice in choosing the best possible option available to them to improve their pension. This would consider associated costs and benefits for specific pension schemes **(AVCs, PRSAs and Notional Service etc). (Clare)**

**RSTA Speaker****1:00 p.m. Adjournment for Lunch****2:00 p.m. to 6:00 p.m. Public Session****EDUCATION**

Education Committee Report	Book 2 - 67
Junior Cycle	Book 2 - 72
Special Education	Book 2 - 68
Educational Disadvantage	Book 2 - 74
Child Protection	Book 2 - 85
Gaeltacht Education Policy	Book 2 - 85
Examinations	Book 2 - 8

**MOTION 44 - EDUCATION**

That the ASTI demand that the grading bands currently used in the Junior Cycle exams be revisited, re-examined and replaced with a fairer system which adequately recognises and rewards the different standards of student results. **(Cork South Paddy Mulcahy)**

**Amendment**

Amend Motion 44 by the insertion of “includes a percentage mark and” after the word “which”.

The amended motion will then read as follows:

That the ASTI demand that the grading bands currently used in the Junior Cert exams be revisited, re-examined and replaced with a fairer system which includes a percentage mark and adequately recognises and rewards the different standards of student results. **(Desmond)**

#### **MOTION 43 - EDUCATION**

That the ASTI demand that higher level and ordinary level exam papers are available for all subjects in the Junior Cycle examination, except for Irish, English and Maths where higher, ordinary and foundation levels will be available for examination. **(Cork South Paddy Mulcahy)**

#### **MOTION 11 - EDUCATION**

That the ASTI negotiate with the Department of Education that the role of Additional Educational Needs Coordinator (AEN) is ex quota to ensure the full needs of all AEN students be met. **(Carbery)**

2:00 p.m. to  
6:00 p.m.

#### **Public Session**

#### **POLICY IMPLEMENTATION**

National Council for Curriculum & Assessment

Book 2 - 77

SCoTENS

Book 2 - 74

International Education Studies

Book 2 - 81

#### **MOTION 35 - EDUCATION**

##### ***Composite Motion:***

That the ASTI demand that an independent review be carried out by an international organisation, outside of Ireland, into the quality of all aspects of curriculum design and procedures being undertaken by the National Council for Curriculum and Assessment, including aspects that prevent subject development groups having access to submissions made as part of the public consultation process. **(Dublin North West) (Clare)**

#### **MOTION 39 - EDUCATION**

That the ASTI, in partnership with the TUI, seek to ensure that a comprehensive programme of subject specific CPD take place in the year prior to the implementation of subject specifications in schools. **(Wexford Tony Boland)**

6:00 p.m.

Time of closures for nominations

6:00 p.m.

Adjournment

## THURSDAY, 24<sup>TH</sup> APRIL 2025

**Ballot papers** will be available between **9:00 a.m. and 11:00 a.m.** for the election of Steering Committee, Rules Committee, Investment Committee, Pensions Sub-Committee, Business of CEC Sub-Committee and other subcommittees as relevant.

**Ballot papers for these elections must be placed in the ballot boxes between 9:30 a.m. and 11:15 a.m.**

**Nomination papers** will be available between **1:00 p.m. and 3:30 p.m.** for election of Honorary National Organiser, Benevolent Fund, Awards Committee, Regional Organisers and CEC Appeals Sub Committee.

**Completed nomination papers must be submitted by 4:00 p.m.**

**9:30 a.m. to  
12 noon**

### Public Session

*If the business of Annual Convention is progressing quicker than expected Convention may, at the discretion of the Presiding Officer, move to the following business on the Convention programme.*

### POSTS OF RESPONSIBILITY

Standing Committee Sub-Committee on Posts of Responsibility

Book 2 - 5

### MOTION 9 – POSTS OF RESPONSIBILITY

That the ASTI negotiate the allocation of timetabled time allowance for post holders in voluntary secondary schools, equivalent to the provisions currently afforded to colleagues in Education and Training Board (ETB) and Community and Comprehensive schools. **(Stillorgan)**

### MOTION 7 – POSTS OF RESPONSIBILITY

That the ASTI negotiate with the management bodies that all vacant AP1 and AP2 posts advertised include details of the duties within that post. **(Carbery)**

### POLICY IMPLEMENTATION

School Inspection/Evaluation

Book 2 - 85

### EQUALITY

Equality Committee Report

Book 2 - 94

### MOTION 20 - EQUALITY

That the ASTI negotiate with the Department of Education with the aim of introducing paid leave for members who have suffered a miscarriage or who are undergoing IVF treatment. **(Drogheda Sean Higgins)**

### MOTION 21 - EQUALITY

That the ASTI negotiate with the Department of Education with the aim of introducing menopause leave which will allow teachers to request suitable workplace adjustments such as flexibility, time off to attend medical appointments and work task adjustments when teachers are experiencing symptoms. **(Drogheda Sean Higgins)**

**EXTERNAL RELATIONS**

Irish Congress of Trade Unions	Book 2 - 25
ICTU Disability Committee	Book 2 - 41
ICTU Women's Committee	Book 2 - 28
Education International / ETUCE	Book 2 - 30
Teaching Council	Book 2 - 38
British and Irish Group of Teacher Unions	Book 2 - 41
RSTA	Book 2 - 41
Amnesty International	Book 2 - 41
Affiliations	Book 2 - 42
Political Lobbying	Book 2 - 42
Post of Responsibility	Book 2 - 42
Meeting with Ministers	Book 2 - 42
ASTI Global Solidarity	Book 2 - 28
ICTU Global Solidarity Committee	Book 2 - 29
Development Aid	Book 2 - 99

**12 noon      Adjournment for Lunch****1: 00 p.m. to  
3:00 p.m.****Public Session****NON-PERMANENT TEACHERS**

Non-Permanent Teachers' Advisory Committee	Book 2 - 23
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**Motion 3 – Salaries and Allowances**

In order to address the worsening teacher supply crisis, the ASTI, in conjunction with the other teacher unions, urgently demands that teachers' salary scales be shortened in line with other public servants' pay scales especially in light of the negative impact of such long salary scales on teachers' pensions. **(Dublin North West)**

**Motion 6 – Salaries and Allowances**

That the ASTI seek the support of all affiliate unions of ICTU to ensure a reversal of the Increment freeze imposed on ASTI members as a result of FEMPI legislation. (Wexford Tony Boland)

**Motion 15 – Salaries and Allowances**

That the ASTI demand that job sharing teachers not be timetabled for more than 3 days per week, if that is the job sharer's preference. (Cork South Paddy Mulcahy)

**3:00 p.m. to  
4:00 p.m.****Private Session****INTERNAL UNION MATTERS**

Finance	Book 2 - 98
Members' Benefit Schemes	Book 2 - 99
Salary Protection Scheme	Book 2 - 99
Four Teachers' Unions	Book 2 - 100
Legal Aid Grants	Book 2 - 100

Principals and Deputy Principals	Book 2 - 101
Honorary National Organiser	Book 2 - 108
Standing Committee Election	Book 2 - 103
Publicity and Information	Book 2 - 103
Publications	Book 2 - 104
ASTI On-Line Activities	Book 2 - 104
Conferences, Seminars and Meetings	Book 2 - 107
Membership	Book 2 - 108
Awards to Members	Book 2 - 106
Training Report	Book 2 - 111
ASTI Staff	Book 2 - 105
Casework	Book 2 - 106
Rules Committee	Book 2 - 110

#### **MOTION 49 – CERTIFICATE EXAMINATIONS**

That the ASTI immediately embark on a high profile and sustained media campaign (including social media) to highlight teachers concerns about the impact of the junior cycle and the new senior cycle on educational standards in Ireland. **(Dublin North West)**

#### **MOTION 61 - MISCELLANEOUS**

Composite Motion:

That Annual Convention elect a committee of six to;

- research and review ASTI membership levels in our schools
- research the extent of engagement by members at both school and branch level
- explore solutions to the problem of the lack of participation and involvement of teachers in the union (lack of attendance at branch meetings, participation on ASTI national committees and shortage of delegates at convention by some branches)
- find mechanisms and ways to encourage members to get involved.

This Committee should report back with recommendations to Annual Convention in 2026.

**(Wexford Tony Boland) (Dublin South County) (Dublin North West) (Drogheda Sean Higgins)**

**4:00 p.m. Time of closure for nominations**

**4:00 p.m. CLOSURE**

# STANDING ORDERS

## 1. PRESIDING OFFICER

- 1.1 The Presiding Officer will normally be the President.
- 1.2 In the absence of the President, the Presiding Officer will be the Vice-President.
- 1.3 In the absence of the President and Vice-President, the Presiding Officer will be the Immediate Past-President or a member of Convention or CEC elected by Convention or CEC.
- 1.4 The Presiding Officer shall chair Convention or CEC in accordance with the provisions of the ASTI Rules and Constitution and of these Standing Orders.
- 1.5 In the event of a dispute about a matter of order or procedure, the Presiding Officer shall determine the matter. The Presiding Officer may consult the Officers prior to making such a ruling.
- 1.6 In the event of a tied vote, the Presiding Officer may exercise a second or casting vote.
- 1.7 If the Presiding Officer rises to speak, all other delegates or members shall be seated immediately.
- 1.8 Failure to observe a ruling of the Presiding Officer may result in expulsion from the meeting.

## 2. TIMEKEEPING

- 2.1 Convention or CEC, as appropriate, shall appoint from among its members a timekeeper.
- 2.2 The duty of the timekeeper will be to indicate when each speaker has exhausted the time allotted to them in accordance with the provisions of the Standing Orders or ruling of the Presiding Officer.
- 2.3 A visible signal shall be given by the timekeeper to each speaker when the speaker has exhausted the time allotted to them at which point the speaker must stop speaking and withdraw from the speaker's platform.

## 3. VOTING:

- 3.1 Every resolution shall be made by a show of credential cards at Convention or a show of hands at CEC meetings.
- 3.2 The Presiding Officer shall determine whether or not the resolution is accepted unless:
  - (i) the Presiding Officer rules that a division is needed, or
  - (ii) the determination of the Presiding Officer is challenged by not less than twenty members who shall express their desire that a division is taken by standing in their places.
- 3.3 Tellers shall be appointed by each Convention or CEC meeting to assist the Presiding Officer, on request, in determining the outcome of a division.

## 4. SUBMISSION OF MOTIONS AND AMENDMENTS

- 4.1 Motions and amendments for Annual Convention must be submitted in accordance with the provisions of the Rules.
- 4.2 Motions for Special Conventions must, in accordance with the Rules, be submitted in the notice of the Special Convention. Amendments to motions at Special Conventions must be submitted in writing prior to the opening of the debate. The amendment must state the name of the proposer and seconder who must be delegates to the Special Convention and present at the proceedings.
- 4.3 Motions and amendments may be submitted by Standing Committee or by members of CEC prior to or at a CEC meeting. Motions or amendments must be submitted in writing and must state the name of the proposer and seconder, who must be members of CEC and present at the appropriate meeting.

## 5. PROPOSING A MOTION OR AN AMENDMENT

- 5.1 Each motion and amendment must be proposed and seconded by persons entitled to do so whether at Convention or CEC.
- 5.2 Motions or amendments at Convention must be proposed and seconded by representatives of the branch(s) or committee which submitted the motion or amendment. At CEC they must be proposed and seconded by the persons who submitted them.
- 5.3 The proposer of a motion shall be allowed not more than five minutes to speak to the motion.
- 5.4 The seconder of a motion shall be allowed not more than three minutes to speak to the motion.
- 5.5 The proposer and seconder of an amendment shall be allowed not more than three minutes each to speak to the amendment.
- 5.6 Each other speaker to a motion or amendment shall be allowed to speak for not more than three minutes.
- 5.7 A speaker to a motion or an amendment shall be allowed to speak only once to the motion or amendment with the exception of the proposer of a motion who may be allowed the right of reply to matters raised in the debate. In such circumstances, the proposer may be allowed to speak for a further three minutes.
- 5.8 The Presiding Officer shall ensure that speakers to an amendment confine their speeches to matters specifically dealt with in the amendment.

- 5.9 A speaker to an amendment may also be allowed to speak to the substantive motion.
- 5.10 At the discretion of the Presiding Officer, the times specified above may be reduced.
- 5.11 In exceptional circumstances, the Presiding Officer may allow the proposer of a motion additional time to a maximum of three minutes.
- 5.12 Any amendments to a motion must be moved and disposed of after the motion has been proposed and seconded. No other speakers to the motion may be heard until the meeting has disposed of the amendments.
- 5.13 Each amendment must be moved and disposed of before the next amendment is taken.
- 5.14 After a motion or amendment has been proposed and seconded, the Presiding Officer shall, as far as possible, call alternately for speakers against and for the motion or amendment.
- 5.15 Where no speaker offers to oppose the motion or amendment, it shall be put immediately unless the Presiding Officer rules that the interests of the Association warrant an extension of the debate.
- 5.16 When the proposer of a motion indicates that an amendment is acceptable, the Presiding Officer will invite the proposer and seconder of the amendment to put the amendment formally before the meeting, i.e. without a speech. If there is no objection to the amendment, the amendment will be voted upon immediately. If there is an objection, the proposer and seconder of the amendment will be invited to speak first and a debate conducted on the amendment in the normal manner.

## 6. PROCEDURAL MOTIONS

- 6.1 Procedural motions to bring the business under discussion to a close or to move to the next business may be proposed during the course of a debate by any member who has not already spoken in the debate.
- 6.2 The following procedural motions may be proposed:
- (i) "That the motion/question be now put"  
If such a motion is accepted the proposer of the motion before the meeting shall be entitled to exercise a right of reply as provided under Standing Order 5.7.
  - (ii) "That the meeting proceed to next business" or
  - (iii) "That the motion/question be referred to....." Such a motion must specify to whom the matter is to be referred.
- 6.3 The acceptance of such procedural motions shall be at the discretion of the Presiding Officer.
- 6.4 If any one of the above procedural motions is accepted, the proposer shall be entitled to speak on the motion for not more than two minutes after which the procedural motion shall be put to the meeting.

## 7. POINTS OF ORDER / INFORMATION / EXPLANATION

- 7.1 A "Point of Order" must deal with the conduct or procedure of the debate and may be put to the Presiding Officer at any time with a request to make the point.
- 7.2 The person wishing to put the "Point of Order" must indicate his/her wish to speak immediately after the alleged breach has occurred.
- 7.3 The person must obtain the permission of the Presiding Officer to speak and in order to receive that permission must prove one or more of the following:
- (a) that the speaker is travelling outside the scope of the matter under debate;
  - (b) that the speaker is using unacceptable language;
  - (c) that the speaker is transgressing a rule of the ASTI;
  - (d) that the speaker is infringing the standing orders;
  - (e) that the speaker is acting unlawfully or is proposing a course of action which is unlawful.
- 7.4 With the permission of the Presiding Officer, a person may interrupt the proceedings with a "Point of Information" or a "Point of Explanation".
- 7.5 The "Point of Information" or "Point of Explanation" should be submitted to the Presiding Officer with a request to be allowed to make the point.
- 7.6 A "Point of Information" is a request for further information regarding the procedure or the subject under discussion. It must be brief and put in the form of a question and should indicate to whom it is addressed.
- 7.7 A "Point of Explanation" is a statement to correct or clarify what is being said by the speaker. It must be a brief explanatory statement and must not be developed into a speech.
- 7.8 The role of the Presiding Officer is to determine if a point of information/point of order is legitimate. At the request of the proposer, the Presiding Officer shall explain to the meeting why a point of order/information is out of order.
- 7.9 The Presiding Officer may allow a person to interrupt a speaker to make a "Point of Explanation".
- 7.10 The Presiding Officer may allow a "Point of Information" to be made after the speaker has finished.
- 7.11 If a speaker is interrupted by a "Point of Order", "Point of Information" or "Point of Explanation", the Presiding Officer may allow the speaker additional time to compensate for the time taken by the interruption.

## 8. QUORUM

- 8.1 A quorum shall consist of one-third of the duly accredited members of Convention or CEC.
- 8.2 The Presiding Officer may initiate proceedings at the scheduled time or shortly thereafter without a quorum being present. However, no decision shall be taken without a quorum being present.



## 9. ANNUAL CONVENTION TIMETABLE

- 9.1 Annual Convention shall begin at 12 noon. on the first day and at 9.30 a.m. on each succeeding day.
- 9.2 Annual Convention shall adjourn at 6.00 p.m. on the first day, 6.00 p.m. on the second day and 4.00 pm on the third day.
- 9.3 Annual Convention shall adjourn for lunch from 1.00 p.m. to 2.00 p.m. on the second day and 12 noon to 1.00 pm on the third day.
- 9.4 The timetable for Annual Convention may be changed by Convention on the recommendation of Steering Committee or by a procedural motion to that effect duly proposed and seconded. Such a procedural motion must be proposed at least thirty minutes before the proposed change would have effect.

## 10. REPORTS

- 10.1 A person introducing a report shall be allowed not more than ten minutes' speaking time for that purpose except with the express permission of the Presiding Officer or of the meeting.
- 10.2 A report shall be placed formally before the meeting through the use of one of the following procedural motions:
  - (i) that the report be adopted;
  - (ii) that the report be adopted and its recommendations implemented.
- 10.3 Such procedural motions must be proposed and seconded either formally (i.e. without speeches) or with speakers directing attention to key elements or recommendations in the Report.
- 10.4 One of the following procedural motions may then be proposed and seconded:
  - (i) "That the report be rejected".
  - (ii) "That the report (or a section thereof) be referred back to ....?"

In the case of the latter proposition the motion must be submitted in writing to the Presiding Officer and must specify to whom the report is being referred and to whom it is to be brought when completed.

- 10.5 Motions proposed under this Standing Order shall be subject to the ordinary Rules of Procedure regarding motions except

- (i) speakers shall be permitted to ask questions about matters contained in the report, and
- (ii) the person introducing the report rather than the person proposing the motion may reply to the debate and to any questions which are raised.

## 11. MATTERS NOT ON THE AGENDA

- 11.1 Matters which are not on the agenda for the meeting may be raised by submitting them in writing to the Presiding Officer prior to the opening of proceedings of any session, on any particular day.
- 11.2 Standing Committee shall be entitled to submit motions on urgent matters to Steering Committee either prior to or during Convention. Steering Committee shall decide whether or not to recommend that such motions be considered by Convention.
- 11.3 The Presiding Officer shall set aside a specific time for dealing with such new business.
- 11.4 Such new business shall only be dealt with with the consent of the meeting.

## 12. SUSPENSION OF STANDING ORDERS

- 12.1 A motion to suspend Standing Orders shall be submitted in writing to the Presiding Officer by a proposer and a seconder both of whom are members of Convention or CEC.
- 12.2 The motion must specify the Standing Order or Orders to be suspended, and the period of such suspension.
- 12.3 The motion must state the reasons of importance and urgency justifying such suspension and, if such suspension is for the purpose of considering a matter not on the agenda, the reason for not submitting such matter in accordance with the rules or with Standing Order No. 11.
- 12.4 A motion to suspend Standing Orders shall not be considered by the meeting except with the permission of the Presiding Officer.

A motion to suspend Standing Orders shall not be adopted save with the consent of not less than two-thirds of the members of Convention or CEC, who are present and voting.

# PROCEDURAL GUIDELINES

## 1. RULES OF DEBATE

- (i) Proposers and Seconders of motions are entitled under Standing Orders to five minutes and three minutes speaking time respectively. A voluntary curtailment in the use of this time would allow more time for debate. Greater co-operation between proposers and seconders could also reduce the amount of time required for presenting motions.
- (ii) At the President's discretion, and after a number of speakers have spoken for and against, the time limit on speakers should revert to two minutes and after a further number of speakers to one minute.
- (iii) Speakers for a motion and against a motion should sit at opposite sides of the hall, with speakers for to the right of the hall and speakers against, to the left of the hall.

## 2. MATTERS ARISING FROM HANDBOOK SECTIONS

At the discretion of the President subsections of the Convention Handbook may be proposed, seconded and dealt with collectively. At the beginning of a session where this procedure is being applied, members of Convention may raise any aspect of the particular section or subsections with which they wish Convention to deal.

## 3. REPORTS TO CONVENTION

The following guidelines apply to the introduction, presentation and proposing of committee reports at Convention:

- (i) The person or persons introducing / presenting the report should highlight only the issues which the committee believes to be of special significance or require debate.
- (ii) If there is more than one person introducing / presenting the report, they should ensure that there is no duplication between their contributions.
- (iii) The person or persons introducing / presenting reports should use the minimum amount of time necessary to do so but, in any event, should not exceed a combined total of ten minutes.
- (iv) After the introduction / presentation of a committee report, the motion "that the report be adopted" should be placed before Convention formally, i.e. without a further proposing / introductory speech. The debate on the report should then take place in the usual way.
- (v) Amendments to a report may be proposed in the usual form of procedural motions "to refer back" a section or sections.
- (vi) Where such reports contain recommendations, they should be highlighted and / or summarised at the end of the report.

# STEERING COMMITTEE

## GUIDELINES FOR MOTIONS AND AMENDMENTS FOR ANNUAL CONVENTION

Members are advised to read the following guidelines carefully as they will be applied by Steering Committee when it meets to rule motions 'in' or 'out of order' for the Convention Preliminary Agenda.

Steering Committee recommends that motions for Annual Convention being proposed at Branch Meetings should be put in writing either at the relevant Branch Meeting or prior to the Branch Meeting.

### (a) MOTIONS:

To ensure that motions are not ruled "out of order"

- (i) all motions **must arrive** in ASTI Head Office by November 30 in accordance with Rule 73;
- (ii) all motions must ask Convention to declare an opinion or call for a course of action, or both;
- (iii) all motions must be properly worded and factually correct;
- (iv) all motions must conform to the objects of the ASTI as set out in the ASTI Rules and Constitution
- (v) all motions must be capable of implementation.

### (b) AMENDMENTS AND ADDENDA:

To ensure that amendments and addenda are not ruled "out of order":

- (i) they **must be received** in ASTI Head Office by January 31 in accordance with Rule 73 (d):
- (ii) they must conform with the objects of the ASTI as set out in the ASTI Rules and Constitution
- (iii) they must be capable of implementation
- (iv) they must be properly worded and factually correct
- (v) they must not change the whole sense of a motion and must in some way involve the same question that is raised in the motion
- (vi) they must not be a direct negative of the motion.

### Please Note:

Steering Committee has decided that branches may not amend the motions which they have submitted.

### (c) CHANGES OF RULE:

- (i) Motions, amendments and addenda involving a change of rule should specify clearly what is to be deleted and what is to be substituted.  
 e.g. *The correct formula would read:*  
 Rule 59: delete"....."  
 or  
 Rule 59: delete"....." and substitute "....."
- (ii) All motions proposing a change of rule, which, if passed, will require as a consequence, material change(s) in other rule(s), should identify those rules in which such material change(s) will be required and specify the changes required.
- (iii) Motions, amendments and addenda, other than those specifically changing a rule or rules, must not conflict with existing rule(s).

### (d) ADVICE REGARDING DRAFTING MOTIONS:

- (i) Each motion should be clear and concise.
- (ii) A motion should not contain an argument.
- (iii) Each motion should deal with one topic only.

(e) matters affecting the terms and conditions of staff, except as provided for in the Rules, are not appropriate for Convention motions. These should continue to be dealt with by Standing Committee and/or CEC as appropriate.

### (f) ADDITIONAL EXPLANATORY GUIDELINES FOR MOTIONS:

- (i) the meaning of a motion must be clear to an independent reader.
- (ii) a motion must not be open to more than one interpretation.
- (iii) where a motion sets out a particular time scale for implementation, this time scale must be reasonably achievable in the opinion of Steering Committee, e.g. *a motion to be passed in April calling for a salary increase to be negotiated and paid by May would probably be ruled 'out of order'.*
- (iv) a motion must not contain errors of fact, e.g. *a motion proposing the reduction of the 'thirty five' point salary scale would be ruled 'out of order' on the basis that there is not a 'thirty five' point salary scale.*
- (v) a motion must be in conformity with the Objects of the ASTI as set out in Rule 4 of the Rules and Constitution of the ASTI. Seventeen specific objects of the Association are listed in Rule 4.
- (vi) motions proposing change of rule must be very carefully worded; they must identify clearly the specific changes being proposed; the amended rule must not be in conflict

with any other ASTI rule. Proposers should read all rules associated with or affected by the rule change that is being proposed.

- (vii) a motion may not be in conflict with any existing rule of the ASTI, e.g. *Rule 5 prohibits discussion of political or sectarian topics so a motion requiring such a discussion would be ruled 'out of order'.*

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## STEERING COMMITTEE REPORT NO. 1

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The first meeting of Steering Committee took place on 5<sup>th</sup> December, 2024.

**In attendance were:** Donal Cremin (President) Padraig Curley (Vice President) Máire G. Ní Chiarba, Susie Hall, Deirdre MacDonald, Niall Duddy, Sean O'Neill, Kieran Christie (General Secretary) Diarmaid de Paor (Deputy General Secretary)

### 1. Steering Committee Guidelines and Criteria:

The Committee adopted the guidelines for motions and amendments for annual Convention.

Steering Committee noted that for motions to be in order they must:

- (a) Be clear and concise
- (b) Not contain argument
- (c) Deal with one topic only
- (d) Conform with the objects of the ASTI
- (e) Ask Convention to declare an opinion or call for a course of action, or both.
- (f) Be factually correct
- (g) Be capable of implementation
- (h) Not conflict with an existing rule or rules. (Except those specifically changing a rule or rules).

In the case of proposed rule changes, motions should specify what is to be deleted and what is to be substituted. All motions proposing a change of rule, which, if passed, will require as a consequence, material change(s) in other rule(s), should identify those rules in which such material change(s) will be required and specify the changes required.

### 2. Dates of ASTI Annual Convention 2025.

The dates on which Annual Convention 2025 is to be held were noted.

### 3. Motions: Issues

Correspondence received from one branch containing motions which had been submitted on 1<sup>st</sup> December 2024 was considered to be placed on the preliminary agenda of Annual Convention 2025.

Rule 72 of the ASTI Rules and Constitution provides as follows:

"72. All motions and resolutions for the Annual Convention shall be notified to the General Secretary, such notification to arrive at ASTI Head Office not later than November 30."

Accordingly, Steering Committee was unable to admit the motions for consideration for placement on the preliminary agenda of Annual Convention 2025.

### Motions:

Steering Committee examined the motions submitted by branches. Except for rule change motions which require precise wording, every effort was made to include motions on the preliminary agenda. A number of motions were deemed to be 'out of order' and it was agreed to write to the branches involved to provide explanation. It was decided to composite some motions from branches that expressed similar intent. Motions that were already policy were to be accompanied with a statement to that effect on the preliminary agenda.

### Branch Letter:

The Committee approved the draft letter to be sent to branches regarding prioritisation of motions.

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## STEERING COMMITTEE REPORT NO. 2

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The second meeting of Steering Committee took place on Wednesday 5<sup>th</sup> February, 2025.

### In attendance were:

Padraig Curley (Vice President) Máire G. Ní Chiarba, Niall Duddy, Deirdre MacDonald, Sean O'Neill, Kieran Christie (General Secretary) Diarmaid de Paor (Deputy General Secretary) and Gemma Tuffy (Executive Officer: Media and Communications)

Apologies: Donal Cremin (President) Susie Hall

#### 1. Steering Committee Report No. 1:

Steering Committee report No. 1 was adopted.

#### 2. Correspondence:

Late submissions by three ASTI branches of prioritised motions for Annual Convention were noted.

Correspondence from one branch outlining the reason for not submitting prioritised motions for Annual Convention was noted.

#### 3. Amendments to Motions:

Amendments to three motions that had been submitted were examined. Steering Committee decided to approve the amendments submitted in respect of motions 44 and 48 for placement with the original motion on the agenda of Annual Convention 2025.

A submitted amendment to motion 19 was ruled out of order as its intention was deemed to be unclear.

#### 4. Prioritised Motions:

Submissions from branches of prioritised motions were noted.

The most popular motions were chosen for inclusion on the final Convention Agenda.

#### 5. Convention Programme:

The programme for Convention was approved. Motions were placed in the appropriate positions on the agenda.

It was decided that if a session or the business of Annual Convention is progressing quicker than expected, Convention may, at the discretion of the Presiding Officer, move to the following business on the agenda.

**6. Elections and Counts at Annual Convention:**

It was decided to accord discretion regarding the counting of election ballots at Annual Convention 2025. Some counts may be postponed and counted later in ASTI Head Office.

**7. Unauthorised Display Stands:**

Steering Committee decided that unauthorised display stands are not permitted within the precincts of the Convention centre. This includes the areas made available for stands and displays outside Annual Convention Hall.

**8. Distribution of Election Literature**

Steering Committee decided that, in accordance with long standing practice, the distribution of any election or other literature within the Annual Convention Hall is not permitted. The only material that may be distributed is that mandated in accordance with the business of the Convention and distributed at the discretion of the Presiding Officer by the tellers.

**9. General:**

- It was agreed that any requests to hold appropriate fringe events should be accommodated if possible. However, organisers would be requested to conclude their events at least 10 minutes prior to the resumption of Annual Convention.
- Delegates who wish to submit points of order etc. must take their place on seating provided for this purpose. Under no circumstances should they approach the platform.
- Speakers should be requested to avoid repetition as it wastes valuable Convention time.
- Speakers are required to respect the 'red light'. It should be noted that those who continue to speak once the red light goes on are taking time from other speakers.
- It was agreed that the next Steering Committee meeting would be held at 6.00 p.m. on Monday 21<sup>st</sup> April, 2025 in the INEC, Killarney, Co Kerry.

# TELLERS

## 1. NOMINATION OF TELLERS

- (i) Each year branches are asked to nominate one of their chosen Convention delegates or one of their CEC members to act as a Teller at Annual Convention.
- (ii) The names and addresses of the nominated Tellers shall be forwarded by the Branch Honorary Secretary to the General Secretary so as to reach the General Secretary not later than January 31st.
- (iii) A member who intends contesting an election at Annual Convention shall not be nominated as a Teller.

## 2. DUTIES OF TELLERS

- (i) The tellers shall be divided into teams and assigned duties.
- (ii) On their duty day the responsibilities of the tellers are as follows:
  - (a) Security of ballot boxes in the Convention hall. This responsibility commences fifteen minutes prior to the opening of Convention business each day.
  - (b) Counting of votes taken by show of hands / cards. Each teller will be assigned to count a section of the attendance, with one teller acting as co-ordinator.
  - (c) Distribution of necessary documentation to Convention delegates as requested by the Presiding Officer.
- (iii) The counting of ballot boxes shall be carried out by the tellers at times other than when they are on duty in the Convention Hall.
- (iv) Counting of ballot boxes shall be carried out in a specified place and at a specified time. Every effort will be made to make ballot results available to Convention as quickly as possible.

## 3. ELECTION OBSERVERS

In the cases of elections which require nomination of candidates prior to Convention (i.e. President, Vice-President etc.), duly nominated candidates will be offered a facility to nominate an observer to attend the relevant ballot count. Arrangements will be made to inform such duly nominated observers of the place and time of counting of ballots.

## 4. TELLERS (STEWARDS) 2025

Branch	Name
Athlone:	
Bray	
Carbery	
Carlow	Dearbhla Cussen
Carrick-on-Shannon	Martin Talbot
Cavan	

Clare	
Cork North	
Cork South Paddy Mulcahy	Nóirín Ní Éalaithe
Desmond	
Donegal	
Drogheda Sean Higgins	
Dublin North 1 - Miriam Duggan	
Dublin North East	
Dublin North West	
Dublin North Central	
Dublin South Central	James Breslin / Mark Doyle
Dublin South 1	Maura McCaul / Robbie Cronin
Dublin South 2	
Dublin South County	
Dublin South West	John Woods
Dundalk	
Dun Laoghaire	
Dungarvan	Richard Cosgrove
East Cork	
East Galway	
East Mayo	Susie Moore / Edel McStay
Enniscorthy	
Fermoy	
Fingal	Eddie Hennelly
Galway	Niall Duddy
Iar Thuaisceart Thir Chonaill	Helen Moran
Kerry	
Kildare	
Kilkenny	
Laois	Joan Colbert
Limerick North	
Limerick South	Valerie O'Shea
Longford	
Monaghan	
Mullingar	
Navan	
Nenagh	Bill Lonergan
New Ross	
Roscrea	
Sligo	
Stillorgan	Helen Eccles
Tipperary	Janet de Souza
Tuam	
Tullamore	Richard Egan
Waterford	Barry Musgrave
West Limerick	
West Mayo	John McDonnell
West Waterford	
Wexford Tony Boland	
Wicklow	

# ELECTION PROCEDURES

## I. ELECTION AND NOMINATION

### (a) PRESIDENT, VICE-PRESIDENT AND HONORARY TREASURER

- (i) A nomination form for the offices of President, Vice-President and Honorary Treasurer and a list of eligible candidates are to be sent to each branch secretary by January 6th.
- (ii) Each branch may nominate one candidate for each office.
- (iii) For President and Vice-President elections, candidates must be from among members of the incoming CEC or from the Trustees. For Honorary Treasurer elections, candidates shall be elected from among the members of the incoming CEC.
- (iv) In the event of a Trustee being elected President, Vice-President or Honorary Treasurer, he/she must resign his/her Trusteeship.
- (v) For President and Vice-President elections, candidates must have been members of the Association for the six years immediately prior to the election or have been a representative on the CEC for the three years immediately preceding the election.
- (vi) Nominees defeated for Presidency automatically become candidates for the Vice-Presidency but shall have the right to withdraw.
- (vii) Nominations duly completed on the appropriate forms must be sent to reach the General Secretary on or before 31st January and no later nominations will be accepted.
- (viii) Nominated candidates may withdraw by notifying the General Secretary on or before February 18th.
- (ix) The list of nominees shall be published in the Convention Handbook.

### (b) TRUSTEES

- (i) Nomination forms for election of Trustees will be made available on the first day of Annual Convention.
- (ii) Trustees shall be members of the Association elected from among those who have been members for not less than ten years.
- (iii) Nominations for the positions of Trustee shall be by two members of Convention.
- (iv) The appropriate nomination form, duly completed must be submitted to the General Secretary prior to the end of the last session on the opening day of Annual Convention and no late nominations will be accepted.
- (v) Candidates for election will be as listed on the ballot papers.
- (vi) Members of CEC who are elected as Trustees shall resign.

### (c) EDUCATION COMMITTEE AND EQUALITY COMMITTEE

- (i) Nomination forms for election to the Education Committee and Equality Committee will be sent to each Branch Secretary by January 6th.
- (ii) No member may serve on more than one of the following committees namely, Standing Committee, Education Committee and Equality Committee during a concurrent term of office.
- (iii) Each candidate must be nominated by a branch.
- (iv) The appropriate nomination forms duly completed must be sent to reach the General Secretary before January 31st.
- (v) In order to facilitate balloting at Annual Convention and as members may be elected to only one of the following Committees, Standing Committee, Equality Committee, Education Committee, candidates who are seeking election to more than one of the relevant Committees are asked to submit to the General Secretary a written statement of the order of their committee preference. This written statement of preference should be placed in a sealed envelope with the candidate's name on the outside of the envelope which should also be marked "Choice of Committee" and forwarded to the General Secretary along with the candidate's nomination form. The envelope will only be opened by the General Secretary at Convention in the event of the candidate being elected to more than one committee.
- (vi) Nominated candidates may withdraw on or before February 18th.
- (vii) The list of nominees will be published in the Convention Handbook.

## 2. BALLOTING PROCEDURES

For election of President, Vice-President, Trustees, Honorary Treasurer, Education Committee and Equality Committee.

### (a) PRESIDENT, VICE PRESIDENT AND HONORARY TREASURER

- (i) The election of President, Vice-President and Honorary Treasurer shall take place on the afternoon of the first day of Annual Convention.
- (ii) Ballot papers for the election of President, Vice-President and Honorary Treasurer shall be made available between 10:30 a.m. and 1:30 p.m. on the first day of Annual Convention.
- (iii) Completed ballot papers for the election of President must be placed in the appropriate ballot boxes by a time to be specified on the first day of Convention. The counting of ballots shall then take place.



- (iv) In the event of no single candidate securing a majority over all others, a further ballot or ballots shall be held.
- (v) The result of the Presidential ballot shall be announced to Convention when the count is complete.
- (vi) Ballot papers for the election of the Vice-President and Honorary Treasurer must be placed in the appropriate ballot boxes by a time to be specified on the first day of Annual Convention. The counting of ballots shall then take place.
- (vii) In the event of no single candidate securing a majority over all others, a further ballot or ballots shall be held.
- (viii) The result of the Vice-Presidential and Honorary Treasurer election shall be announced to Convention when the count is complete.

### (c) TRUSTEES

- (ix) Ballot papers for the election of Trustees shall be made available between 9.00 a.m. and 10.30 on the second day of Annual Convention.
- (x) Ballot papers for the elections of Trustees must be placed in the appropriate ballot boxes by 10.45 am on the second day of Annual Convention. The count shall then take place.
- (xi) The three candidates for Trusteeship achieving the highest number of votes shall be deemed elected and the result of the election shall then be announced.

### (c) EDUCATION COMMITTEE AND EQUALITY COMMITTEE

- (xiv) Ballot papers for the election of Education Committee and Equality Committee must be placed in the appropriate ballot boxes by a time to be specified on the morning of the second day of Annual Convention. The count shall then take place.
- (xv) The candidates to be elected to the Education Committee and Equality Committee shall be the nine and nine candidates respectively who receive the highest number of votes.
- (xvi) The results of the elections to Education Committee and Equality Committee shall be examined by the Chairpersons of each of the teams to ensure that a member has not been elected to more than one of the committees.
- (xvii) In the event of a candidate being elected to more than one of the relevant committees, the General Secretary shall then be asked to open the "choice of committee" envelope of the candidate involved, if such is available. The candidate shall then be assigned to a committee based on the candidate's expressed preference.
- (xviii) The next candidate/s in order of votes received shall then be assigned to the vacant seat/s on the relevant committee/s. The results shall then be handed to the President and be declared to Convention.
- (xix) In the event of a candidate being elected to more than one of the relevant committees and where such candidate has not submitted a "choice of committee" envelope and where such candidate is present at Convention, the candidate should be so advised by one of the chairpersons of the relevant group of tellers. The candidate must indicate immediately to a meeting of the three chairpersons of the tellers of a decision to opt for membership of one of the relevant committees.

- (xx) The next candidate/s in order of votes received shall then be assigned to the vacant seat/s on the relevant committee/s. The results shall then be handed to the President and be declared to Convention.
- (xxi) In the event of a candidate being elected to more than one of the relevant committees, and where such candidate has not submitted a "choice of committee" envelope, and where such candidate is not present at Convention, the candidate shall be contacted by the General Secretary as soon as possible after Convention and requested to indicate a decision to opt for membership of one of the relevant committees.
- (xxii) The next candidate/s in order of votes received should then be assigned to the vacant seat/s on the relevant committee/s.
- (xxiii) In the above circumstances, the interim result shall be declared to Convention and the final result shall be published in ASTIR.

## 3. ELECTION CODE FOR CANDIDATES

### (a) SCOPE

This election code applies to all elections to the following offices, committees and sub-committees of the ASTI:

- (i) President, Vice President and Honorary Treasurer elected at Annual Convention and Honorary National Organiser elected by the Central Executive Committee (CEC).
- (ii) Education Committee, Equality Committee and all other committees and sub-committees elected at Annual or Special Conventions of the Association or at CEC.

### (b) REGULATIONS

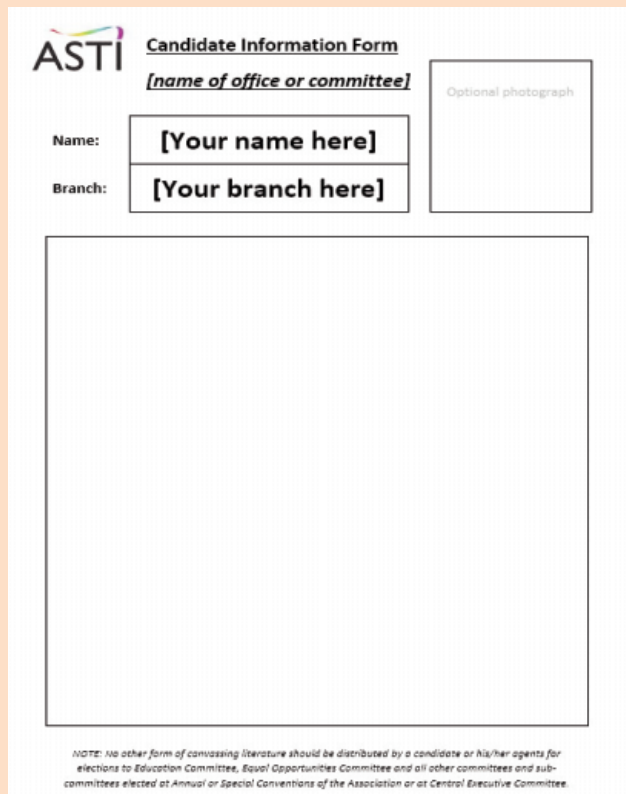
Candidates for election to committees and offices within the ASTI should adhere to the following regulations:-

- (i) There shall be no use of the funds of the Association or the funds of any branch of the Association for the purposes of assisting any individual or individuals in an election campaign other than as provided in (iii) below.
- (ii) The structures and facilities of the union may not be used for the purposes of the collection of funds to finance the election campaign of any member.
- (iii) Branch mailing facilities shall only be used for the purposes of advising other branch secretaries of the candidate nominated by a branch.
- (iv) Candidates offering themselves for election may use the official ASTI "Candidate Information Form" for the purposes of promoting their candidature.
- (v) Blank copies of the "Candidate Information Form" shall be available from the General Secretary on request.
- (vi) Completion, copying and distribution of the above form shall be the responsibility of the candidate. Candidates must also take responsibility for the accuracy of statements on the form and for any legal liability accruing.
- (vii) No other form of canvassing literature should be distributed by a candidate or his/her agents.
- (viii) There shall be no distribution of the "Candidate Information Form" or any other election literature within the Convention Auditorium.



- (ix) There shall be no posting of election literature within the Convention precincts.

**(c) CANDIDATE INFORMATION FORM**



The form is titled 'Candidate Information Form' and includes the ASTI logo. It has a header for '(name of office or committee)'. Below this, there are fields for 'Name:' and 'Branch:', both with placeholder text '[Your name here]' and '[Your branch here]' respectively. To the right of these fields is a box labeled 'Optional photograph'. A large empty rectangular box is provided for additional information. At the bottom, a small note states: 'NOTE: No other form of canvassing literature should be distributed by a candidate or his/her agents for elections to Education Committee, Equal Opportunities Committee and all other committees and sub-committees elected at Annual or Special Conventions of the Association or at Central Executive Committee.'

## 4. ORGANISATION OF ELECTIONS AND CONDUCT OF COUNT

**a) DELEGATES/ ELECTORATE**

- (i) Names of Delegates and CEC should be notified on time to ASTI Head Office in the normal way.
- (ii) In exceptional circumstances, late notification of delegates/ CEC and/or changes of delegates/CEC must be submitted in writing and signed by a branch officer from the nominating branch; this to be handed to a member of the Head Office Staff in the Convention Centre no later than 11am on the first day of Convention.
- (iii) These deadlines will be notified by Head Office to each branch and Branch Officers will bring them to the attention of delegates and CEC members.
- (iv) The deadlines will be implemented rigidly.

**(b) REGISTER**

- (i) It was agreed that the ASTI should retain the practice of having a register of attendees at Conventions.
- (ii) The register will be divided on a regional basis at different tables for ease of signing.
- (iii) When distribution of ballot papers for each election has been completed, the register is handed to the Presiding Officer (President).
- (iv) At close of voting the register and ballot boxes will be moved by the tellers to the counting venue.

- (v) A 'late register' is then opened.
- (vi) The electorate in each election shall consist of those who have registered prior to the end of distribution of ballot papers for that election.
- (vii) The organisation of the safeguarding of the register shall be the responsibility of the General Secretary.

**(c) IDENTIFICATION**

Staff and tellers must adhere rigidly to the requirement that members produce ID or their ASTI membership card in order to receive ballot papers.

**(d) BALLOT PAPERS: PRESIDENTIAL /VICE PRESIDENTIAL / HONORARY TREASURER ELECTIONS**

- (i) Each member at Convention should be handed two ballot papers for the Presidential and/or Vice-Presidential and/or Honorary Treasurer elections - one for the first ballot and one for the second ballot (to be used, if necessary, on that day).
- (ii) Each ballot paper will be numbered in sequence and printed on paper with a watermark.
- (iii) Ballot papers will be placed in envelopes for delegates.
- (iv) At the Registration Desk each delegate must check that his/her envelope contains the ballot papers; any error must be immediately notified to the Head Office staff; it is only in such circumstances that replacement ballot papers may be issued.
- (v) Where a member mislays his/her ballot paper no replacement ballot paper will be handed out. This will be rigidly implemented.
- (vi) If a third ballot is required then ballot papers will be prepared on site and distributed by the tellers on production of credential cards to those who have registered.
- (vii) Head Office staff will retain a certificate from the printers which will state the number of ballot papers printed. This certificate will be given to the relevant team of tellers.
- (viii) Head Office staff will also provide, to the relevant team of tellers
  - (a) a total of the unused ballot papers contained in the uncollected delegate envelopes and
  - (b) a total of the surplus unused ballot papers.

**(e) BALLOT BOXES**

- (i) Ballot boxes will consist of six transparent plastic boxes.
- (ii) No other boxes (e.g. quiz boxes etc) will be allowed in the Convention Hall.

## CONDUCT OF COUNT

**(f) TELLERS**

- (i) No teller who is a candidate may be involved in the conduct of an election.

**(g) PROCEDURE FOR TELLERS**

- (i) When each group of tellers first meet they will appoint one of their number to act as a 'Chairperson' and one to act as a 'Recorder of Decisions'.
- (ii) Tellers must always work in teams of no less than two.
- (iii) All ballot boxes will be opened together.
- (iv) Ballot papers will be stacked face down.
- (v) The number of names on the register and the 'late register' where appropriate, will be counted by two tellers acting together.
- (vi) The number of ballot papers will be counted by the remaining tellers acting in teams of two.
- (vii) If the number of ballots cast equals the number of names on the register(s) then counting may proceed.
- (viii) If the number of ballots cast is fewer than the number of names on the register(s) then counting may proceed.
- (ix) If there are more ballot papers than there are names on the register then the following applies:
  - (a) If there are more than 5 'extra' ballot papers then the entire ballot must be reheld ab initio.
  - (b) If there are 5 or fewer 'extra' ballot papers the counting of ballots may proceed. However if the difference in votes cast between a candidate to be eliminated and the next best candidate is less than or equal to the number of 'extra' ballot papers then the entire ballot must be reheld ab initio following the distribution by tellers of an entirely new set of ballot papers in the hall.
- (x) Once counted, the bundles of ballot papers are swapped around and counted again by a different set of tellers.
- (xi) If the tellers are satisfied with the bundle counts then the chairperson and a teller total the ballots cast.
- (xii) This total is then crosschecked by two other tellers.
  - (a) If the gap between any 2 candidates is greater than 5 votes then the count stands.
  - (b) If the gap between any 2 candidates is 5 or less then the bundles are recounted.
  - (c) If at the end of the second count the result is the same then the count stands.
  - (d) If at the end of this second count the same candidate is successful then the result stands.
  - (e) If at the end of this second count the result is different then a third count is necessary.
- (xiii) When a count has concluded and a provisional result has been agreed by the Tellers, a candidate or a candidate's nominated observer may request a further count. A further count must then be held.
- (xiv) A candidate or a candidate's observer may request a further recount and this must also be held.
- (xv) A candidate or a candidate's observer may request a further recount and this must also be held.
- (xvi) There shall be no further recounts unless that is deemed necessary by the tellers.

**(h) COMMUNICATION**

- (i) There shall be no communication of count information from the count centre once a count has commenced until the count has concluded.
- (ii) It shall be the responsibility of the nominated observers to advise the candidates of the result.
- (iii) After each ballot the tellers shall furnish a completed teller report to the Presiding Officer. This report shall include the results and any observations which the tellers may wish to make.

**(i) FINAL DETERMINATION**

In the event of a major problem arising regarding a count and if the tellers are unable to arrive at a particular decision then the matter shall be referred to the ASTI Officers for determination.

**5. TABLE OF ELECTIONS**

	NO. OF VACANCIES	NOMINATION DATE	NOMINATED BY	ELECTION HELD
President	1	31 Jan	Branch	Annually at Convention
Vice-President	1	31 Jan	Branch	Annually at Convention
Treasurer	1	31 Jan	Convention Member	Annually at Convention
Trustees	3	1st day of Convention	Convention Member	2025, 2027, 2029 etc at Convention
Standing Committee	18	7 Jan	Branch or 50 members	Biennially in Regions
Honorary National Organiser	1	Last day of Convention	CEC Member	Annually at May CEC
Education Committee	9	31 Jan	Branch	2025, 2027, 2029 etc at Convention
Equality Committee	9	6 Febn	Branch	2025, 2027, 2029 etc at Convention
Steering Committee	5	2nd day of Convention	Convention Member	Annually at Convention
Sickness Benefit Committee	7	2nd day of Convention	Convention Member	2027, 2030, etc Appendix A Rules
Investment Committee	4	2nd day of Convention	Convention Member	Annually at Convention
Benevolent Fund	3	Last day of Convention	Convention Member	Annually at May CEC
Standing Committee Regional Election Committee	5	2nd day of Convention	Convention Member	2029, 2034 etc at Convention
Rules Committee	5	2nd day of Convention	Convention Member	Annually at Convention
Pensions Sub-Committee	5	2nd day of Convention	Convention Member	Biennially 2025, 2027, 2029, etc
*Safety, Health & Welfare Sub Committee	6	2nd day of Convention	Convention Member	2025, 2026, 2028, 2030, etc.
*Non-Permanent Teachers' Advisory Committee	6	31 Jan	Branch	2025, 2026, 2028, 2030, etc
Global Solidarity Committee	5	2nd day of Convention	Convention Member	Biennially 2026, 2028, 2030, etc

\* one year term - this year only

# ELECTIONS 2025

## 1. ELECTION OF PRESIDENT 2025-2026

Candidate	Nominating Branches
Padraig Curley	Athlone, Carbery, Cork North, Cork South Paddy Mulcahy, Donegal, Drogheda Sean Higgins, Dublin North East, Dublin North West, Dublin South 1, Dublin South 2, Dublin South Central, Dublin South County, Dundalk, Dungarvan, East Cork, East Mayo, East Galway, Enniscorthy, Galway, Iar Thuaisceart Thir Chonaill, Kerry, Kildare, Kilkenny, Laois, Limerick South, Mullingar, Nenagh, New Ross, Sligo, Tipperary, Tuam, Tullamore, Wexford Tony Boland

## 2. ELECTION OF VICE-PRESIDENT 2025-2026

Candidate	Nominating Branches
Richard Bell	Athlone, Carbery, Cork North, Cork South Paddy Mulcahy, Donegal, Drogheda Sean Higgins, Dublin North East, Dublin North West, Dublin South 1, Dublin South 2, Dublin South Central, Dublin South County, Dundalk, Dungarvan, East Cork, East Galway, East Mayo, Enniscorthy, Galway, Iar Thuaisceart Thir Chonaill, Kerry, Kildare, Kilkenny, Laois, Limerick South, Mullingar, New Ross, Sligo, Tipperary, Tuam, Tullamore, Waterford, Wexford Tony Boland

## 3. ELECTION OF HONORARY TREASURER 2025-2026

Candidate	Nominating Branches
Noelle Moran	Athlone, Carbery, Cork North, Cork South Paddy Mulcahy, Donegal, Drogheda Sean Higgins, Dublin North East, Dublin North West, Dublin South 1, Dublin South 2, Dublin South Central, Dublin South County, Dublin South West, Dundalk, Dungarvan, East Cork, East Galway, East Mayo, Enniscorthy, Galway, Iar Thuaisceart Thir Chonaill, Kerry, Laois, Limerick South, Mullingar, New Ross, Sligo, Tipperary, Tuam, Tullamore, Wexford Tony Boland

### Education Committee 2025 – 2027

#### CANDIDATES

Eamonn Cashin  
Joe Cummins  
Niall Duddy  
Barry Hazel  
Aodán MacCárthaigh  
Niall Mahon  
Jennifer Mannion  
Jacinta McGarry  
Sinéad Moore  
Conor Murphy  
Marion Stack

### Equality Committee 2025 – 2027

#### CANDIDATES

Marina Carlin  
Pamela Conway  
Mairead Dineen  
Maura Greaney  
Eimear Holly  
Bill Lonergan  
Toni (Roisin) MacCarthaigh  
Pauline Nagle  
Orla O'Callaghan  
Philip Synnott

### Safety, Health & Welfare Committee 2025 – 2027

#### CANDIDATES

Keith Cassidy  
Helena Cunniffe  
Paul Glynn  
Barry Hazel  
Niamh Loftus  
Ian McColgan  
Michael McGrath  
Sinéad Moore  
Eóin ÓhAodha

### Non-Permanent Teachers' Advisory Committee 2025 – 2026

#### CANDIDATES

Helena Cunniffe  
Carmel Egan  
Niamh Kelly  
Michael McGrath  
Elena Quintanal  
Kevin Wall

# OFFICERS / STANDING COMMITTEE / CEC

## 1. OFFICERS 2024/2025

President:	Donal Cremin
Vice-President:	Padraig Curley
Immediate Past President:	Geraldine O'Brien
Honorary Treasurer:	Padraig Murphy
General Secretary:	Kieran Christie

## 2. STANDING COMMITTEE 2024/2025:

Standing Committee consists of the President, Vice-President, Immediate Past-President, Honorary Treasurer, Honorary National Organiser and 18 Regional Representatives. The General Secretary and Deputy General Secretary attend all meetings of Standing Committee.

Since Convention 2024, up to time of going to press, 10 ordinary meetings and 2 special meeting have been held. The numbers in brackets after the name indicate attendance at meetings:

**Region 1**  
(Donegal, Iar Thuaisceart  
Thír Chonaill, Sligo): Jimmy Staunton (9) June 2024

**Region 2**  
(West Mayo, East Mayo,  
Carrick-on-Shannon): Geraldine O'Loughlin (12)

**Region 3**  
(Galway, Tuam, East Galway): Richie Bell (12)

**Region 4**  
(Clare, Limerick South,  
Limerick North, Nenagh): John Conneely (12)

**Region 5**  
(Desmond, Kerry, West Limerick): Siobhán O'Donovan (11)

**Region 6**  
(Cork South, Carbery): John Byrne (12)

**Region 7**  
(Fermoy, Cork North, East Cork,  
West Waterford, Dungarvan): Pat Knightly (12)

**Region 8**  
(Wexford, New Ross.): Gerard Hanlon (12)

**Region 9**  
(Tipperary, Kilkenny, Roscrea): Donal Coughlan (12)

**Region 10**  
(Laois, Kildare, Carlow): Eamon Ryan (12)

**Region 11**  
(Longford, Tullamore, Navan,  
Athlone, Mullingar): David Wynne (11)

**Region 12**  
(Dundalk, Monaghan, Cavan,  
Drogheda): Louis Callaghan (11)

**Region 13**  
(Dublin South 2, Dublin South County): David Murphy (12)

**Region 14**  
(Stillorgan, Wicklow, Dun Laoghaire,  
Bray): Ray St. John (12)

**Region 15**  
(Dublin South West,  
Dublin North West): Adrienne Healy (12)

**Region 16**  
(Dublin North 1, Dublin North  
Central): Maria Markey-Greene (11)

**Region 17**  
(Dublin North East, Fingal): Séamus Keane (12)

**Region 18**  
(Dublin South Central,  
Dublin South 1): Sinéad Corkery (12)

## 3. CEC 2024/2025

Since Convention 2024, two ordinary meetings of the Central Executive Council were held.

At the meeting of 18th May, 2024, apologies were received from:  
**Carbery:** Dermot Brennan, Conor Murphy. **Carlow:** Vanessa Keating & Dearbhla Cussen **Carrick on Shannon:** Seamus Mallon  
**Dublin South West:** Stephen Burns **Galway:** Paul Glynn  
**Longford:** Padraic McWeeney **Mullingar:** Gavan Kierans & Robert Masterson **Navan:** Noreen Mimmagh Fleming **New Ross:** Jacqueline McKevitt & Shane Curran **Roscrea:** Rachael Corboy **Stillorgan:** Helen Eccles **Tipperary:** Gerada Barry. **Tullamore:** Patricia Griffin.  
**Waterford:** Eoin Tallon. **West Limerick:** Matthew O'Connor  
**West Waterford:** Ann Bennett **Wicklow:** Annamarie Martin.

At the meeting of 18th January, 2025, apologies were received from:  
**Clare:** Jacinta Mc Garry, **Donegal:** Michael Doherty, **Dublin South 2:** Cormac Duignan, **Dublin South West:** Stephen Burns, **East Galway:** Helena Cunneiffe, **Enniscorthy:** David Flynn, **Laois:** Maeve Hackett, **Limerick North:** Veronica Lavin, **Longford:** Padraic McWeeney, **Nenagh:** Jacinta Kelly & Granu Dwyer, **New Ross:** Shane Curran, **Roscrea:** Enda O'Connor, **West Limerick:** Matthew O'Connor, **Wicklow:** Annamarie Martin.

# CENTRAL EXECUTIVE COUNCIL 2025/2026

The **ASTI** complies with the **Data Protection Acts** and the information supplied to you is for **official ASTI union purposes only**.

## **Athlone**

Ms Ciara Henriques

Ms Maura Igoe

Ms Patricia Henriques

Mr David Wynne

## **Bray**

Mr David Wall

Mr Conall Ó Dufaigh

Mr Martin Shelly

## **Carbery**

Mr Dermot Brennan

Mr William Browne

Mr Conor Murphy

## **Carlow**

Ms Dearbhla Cussen

Ms Catherine Redmond

## **Carrick-on-shannon**

Ms Jackie Wallace

Mr Seamus Mullen

Mr Seamus Mallon

## **Cavan**

## **Clare**

Ms Pauline Nagle

Ms Mary Moran

Ms Jacinta Mc Garry

Mr John Conneely

Ms Geraldine O'Brien

## **Cork North**

Mr Vincent Murray

Mr Edmond Hussey

Mr Simon Kelliher

## **Cork South Paddy Mulcahy**

Ms Annemarie O'Mahony

Ms Anne Taylor

Ms Ann Piggott

Mr John Byrne

## **Desmond**

Ms Catherine Fox

Ms Danielle Corkery

Ms Christine Fitzgerald

Ms Siobhán O'Donovan

## **Donegal**

Mr John Lynch

Ms Anna Johnston

Ms Marina Carlin

Mr Patrick Curley

## **Drogheda Sean Higgins**

Mr Seán Maher

Mr Louis Callaghan

Mr David Carolan

Mr David Kellett

**Dublin North I**

Ms Clodagh Mackle

Ms Annette Mooney

Ms Emer Brady

Ms Maria Markey-Greene

**Dublin North Central**

Ms Natalie Doyle Bradley

Ms Ashley Armstrong

**Dublin North East**

Ms Thérèse Glennon

Mr Ciarán Kavanagh

Mr Mark Walshe

**Dublin North West**

Ms Mary Ohle

Mr Ian Mc Colgan

Mr Philip Synnott

Ms Adrienne Healy

**Dublin South I**

Mr Eddie Noonan

Mr Philip Irwin

Ms Maura Mc Caul

**Dublin South 2**

Ms Sandra Fay

Mr John Keville

Mr Cormac Duignan

Mr David Murphy

**Dublin South Central**

Ms Kira Burke

Mr. Mark Doyle

Ms Sarah Cullen

Ms Sínead Corkery

**Dublin South County**

Mr Keith Cassidy

Mr Trevor Murray

Mr Seán O'Neill

**Dublin South West**

Mr Stephen Burns

Mr Edward O Byrne

Mr John Woods

**Dun Laoghaire****Dundalk**

Ms Helen McKeown

Ms Sínead Ui Chuinn

**Dungarvan**

Mr Pádraig Mac Craith

Mr Michael Mc Grath

Mr Liam O'Mahony

Mr Pat Knightly

**East Cork**

Ms Margaret Fitzpatrick

Mr Dave Colbert

Ms Claire Murray

**East Galway**

Ms Helena Cuniffe

Mr Aodán Mac Carthaigh

Mr Greg Mannion

**East Mayo**

Mr James J Howley

**Enniscorthy**

Mr Eoin ÓhAodha

Mr David Flynn

Ms Siobhán Mc Cormack

**Fermoy**

Ms Bernadette Fennessy

Mr Patrick O'Driscoll

**Fingal**

Mr Séamus Keane

Ms. Pamela Conway

Ms Mary McFadden

**Galway**

Mr Niall Duddy

Mr Paul Glynn

Ms Sandra Mc Grath

Mr Richard Bell

**Iar Thuaisceart Thir Chonail**

Mr Patrick Doohan

Ms Helen Moran

**Kerry**

Mr John O'Donovan

Mr Gavin Daly

Mr Jeremiah O'Brien

Mr Donal Cremin

**Kildare**

Mr Adrian Guinan

Mr Pádraig Murphy

Ms Siobhán Mc Nulty

Mr Eamon Ryan

**Kilkenny**

Mr Robert Chaney

Ms Emma Raggett

Ms Ethel Dooley

**Laois**

Ms Joan Colbert

Mr Eamon Dennehy

Mr Peter Masterson

**Limerick North**

Ms Catherine Aherne

Ms Eimear Holly

Ms Veronica Lavin

**Limerick South**

Ms Johanna Healy

Ms Valerie O'Shea

**Longford****Monaghan**

Mr Colin Deering

**Mullingar**

Mr Robert Masterson

Ms Brigid Carley

Ms Aoife O'Rourke

**Navan**

Mr Liam Mc Hugh

Ms Rita Donnellan

Mr Martin Cuniffe

**Nenagh**

Ms Granu Dwyer

Ms Jacinta Kelly

Ms Sinéad Kent-Duff

**New Ross****Roscrea**

Ms Rachel Corboy

Mr Enda O'Connor

**Sligo**

Ms Caroline Carr

Ms Ann Mc Kiernan

Ms Eimir Murphy

Mr James Staunton

**Stillorgan**

Ms Helen Eccles

Ms Catherine Shevlin

Ms Lynda Ní Cheallachain

**Tipperary**

Ms Janet De Souza

Ms Gerada Barry

Ms Alison Duffy

Mr Donal Coughlan

**Tuam**

Ms Lorraine Finn

Mr Cathal Mc Ginn

Ms Noelle Moran

**Tullamore**

Ms Patricia Griffin

Ms Catherine Dolan

Mr Richard Egan

**Waterford**

Mr Eoin Tallon

Mr Keith Cunningham

Ms Joan Glasheen

Mr Gerard Hanlon

**West Limerick**

Ms Joan Collins

Mr Matthew O Connor

Mr Michael McMahon

**West Mayo**

Ms Orla O'Callaghan

Ms Niamh Loftus

Ms Aoife Finnerty

Ms Geraldine O'Loughlin

**West Waterford****Wexford Tony Boland**

Mr Joseph Cummins

Mr Donal Mc Carthy

Mr Martin Francis

**Wicklow**

Mr Brian O'Reilly

Ms Anna Marie Martin

Mr Declan McInerney

Mr Raymond St. John



## BRANCH DELEGATES 2025

**The ASTI complies with the Data Protection Acts and the information supplied to you is for official ASTI union purposes only.**

### **Athlone**

Ailbie Conway

Monica Mc Mahon  
Michael Moriarty

### **Carbery**

Helen Bhreathnach

Mairead Dineen

Imelda Healy Mulhall  
Anne Loughnane

Kara Marie O'Callaghan

Frances O'Donoghue

### **Carlow**

Michelle Bridgett

Karen Donnelly  
Amy O Keeffe

Elma O'Connell

Seán O'Flaherty

### **Carrick-on-shannon**

Caroline Burke

Róisín Doyle

Martin Talbot

### **Clare**

Aoife Broderick  
Ethna Drudy  
Ciara Gilmore  
Michael K Horgan

Niamh O'Donoghue  
John Sims  
Karol Torpey  
Enda Whelton

### **Cork North**

Michael Barry  
David Briscoe

Deirdre Murphy

William O'Keeffe

Nancy Twomey

### **Cork South Paddy Mulcahy**

James Cotter

Edel Farrell  
Paul Finn

Peter Hyde  
Jennifer Mannion

Peter Mannion  
Orla Mc Carthy  
Patrick Morris

Nóirín Ní Ealaithe  
Kevin Ronayne

Kevin Wall

Aaron Wolfe

### **Desmond**

Amelia Fitzgerald  
Noreen Magner

Seamus Meskill

Declan O'Flaherty  
Noreen Sheehan  
Marion Tuohy

### **Donegal**

Regina Dennehy

Michael Doherty  
Sean Mac Eoin  
Riain Ó Cianaigh

### **Drogheda Sean Higgins**

Seán Carroll

Maeve Carroll  
Cathal Duddy

Catherine Horan  
Ray Nolan  
Niamh Reynolds

### **Dublin North 1 - Miriam Duggan**

Stephen Champion

Anthony Daly  
Daniel Dockery

Derek Hobbs  
Muriel Hughes

Michael Kilbride

John Kinsella  
Aine Ní Cheidigh  
Diarmaid Ó Hogain

**Dublin North East**  
Susie Hall

Keith Howley  
Barbara Smyth

**Dublin North West**  
Gemma Ann Branigan

Oliver A. Burns  
Gerard Curtin  
Daniel Devane

Jacqueline Forde  
Niamh Kelly  
Sinéad Kinane Ryan

Niall Mahon

Robert Mc Donnell

Kieran O Farrell

Louis O Flaherty  
Bernadine O Sullivan  
Keith Rooney

Mary Yvonne Wall

Carl Webb  
Robert Whelan

**Dublin South I**  
Marian Browne  
Rebekah Butler

Robert Cronin

Catraoine Delany

Chris Halligan  
Agnes Keane

Ruth Lyons

Norah Martyn  
Douglas Miller

**Dublin South 2**  
Carl Brennan

Patrick Cahill  
Jean Costello

Pauline Donoghue

Mark Forde

Graham Geraghty

Chris Hind  
Brendan Horan

Michelle Keenan

Aaron Ó Maonaigh

John O Sullivan

**Dublin South Central**  
James Breslin

Anthony Lawless  
Colin Lynch

Maire Ó Ciarain  
Sinead Sweeney

Seán Whyte

**Dublin South West**  
Michael Cunningham

Philomena Doherty  
Barry Hazel

Siobhán O'Carroll  
Fiona Quigley

**Dun Laoghaire**  
Joanna Dullaghan

Grainne O'Byrne

**Dundalk**  
Brian Halpin

Edel Nolan

**Dungarvan**  
Eamonn Cashin

Richard Cosgrave

Margo Mc Gann

Jonathan O'Donovan

**East Cork**  
Ellen C Barrett  
John Cronin  
Mai Healy

**East Galway**  
Linda Carey Wynne  
Jamie Flanagan

Toni Mac Carthaigh

**East Mayo**

Edel Mc Stay  
Susan Moore

**Enniscorthy**

Barbara Doyle Lande  
Theresa Kenny

Sabrina O'Shea  
Joseph O'Sullivan

**Fermoy**

Kate Barry  
Margaret Kent

Sarah O'Leary

**Fingal**

Edward Byrne

Linda Ennis  
Kathlyn Hennelly  
Edward Mc Carthy  
Sinéad Moore

Karen Naughton

**Galway**

Paul Concannon  
Conor Diskin  
Ronan Faherty  
Maura Greaney

Christina Kennedy  
Margaret Keville  
Susanne Lally

Michael Murphy  
Máire Ní Chonchubhair

Kenneth O Dea  
Odhran O Donovan  
Patrick O Toole

Cian O'Grady  
Sarah Withero

**Iar Thuaisceart Thir Chonaill**

Kevin Boyle

Tony Mc Gennis

**Kerry**

Jennifer Brosnan

Michelle Costello  
Lily Cronin

Eoghan Galvin

Fiona Healy  
Breda Lyons

Kevin Patrick McCarthy

Marina Mulvihill

Gearóid Ó Beaglaoich

Emer O'Daly

Patrick O'Donnell

James O'Halloran

**Kildare**

Brenda Breen

Shea Farrell  
Patricia Keane  
Anne-Marie Kennedy  
Matthew Mooney  
Brenda Mulchrone  
Gerard Myles

Edel Myles

Derek O Donoghue  
Marion Stack

**Kilkenny**

Ellen M Campion

James Casey

Ann Maria Dineen

Patrick Nolan  
Michael Stokes

**Laois**

Róisín Dignan  
Kevin Dunphy  
Seamus Heaney

Tim Hewitt  
John Gerard O'Reilly  
Adrian White

**Limerick North**

Dervilla Butler  
Julianne Butler

Enda Gavigan

Michael Gleeson  
Enda Grimes

J Madigan-Moloney

Sheila O Halloran

**Limerick South**

Mary Hussey-Shee  
 Gerard O Donoghue  
 Mark O Sullivan

**Mullingar**

Peter Keaney

Gavan Kierans  
 Samantha Moorhead  
 Thomas W. Parke  
 Elena Quintanal

**Navan**

Susan Doherty

Liam B. Fox  
 Evelyn Lee

**Nenagh**

Alison Collins  
 William Lonergan  
 Jack Peters

**Roscrea**

Florence O'Brien  
 Aoife O'Hara

**Sligo**

Maura Cullinan  
 Christopher Davey

Michelle Higgins

Maire Hynes

**Stillorgan**

Geraldine FitzGerald  
 Ciara Kinsella

Noel O'Sullivan

**Tipperary**

Paula Barry  
 Noel Buckley

Patricia Dwan

Mattie Finnerty

Cleo Fitzpatrick  
 Annette Flanagan

Michael Hassett

Jane O Dwyer

Deborah Quinn

**Tullamore**

Colm Cassidy

Deirdre Lee

Richelle O'Neill

**Waterford**

Henry Collins

Nora Donovan  
 Brideen Kirwan

Jennifer Lanigan

Barry Musgrave

Ray Scott

**West Limerick**

Brian Mac Aodha

Mairead Mc Mahon

**West Mayo**

Antoinette Casey  
 James Duffy  
 Ann Gannon  
 Dymphna Hamrogue-Malone  
 Briona Henry  
 Jennifer Hiney

John Holian  
 John Mc Donnell

**Wexford Tony Boland**

Ann Barry  
 Lorna Kearney

Deirdre Mac Donald

Boland Gary Purcell

**Wicklow**

Colette Byrne

Ann Chambers

Deirdre Dalton

**NO DELEGATES AT THE TIME OF PRINT**

Cavan  
 Dublin North Central  
 Dublin South County  
 Longford  
 Monaghan  
 New Ross  
 Tuam  
 West Waterford

# REPRESENTATION AND COMMITTEES

## ASTI COMMITTEES

### **Investment Committee**

Nora Donovan, Tony McGennis, Padraic McWeeney, Noelle Moran, President, Vice President, and Honorary Treasurer.

### **Rules Committee**

Richard Bell, Philip Irwin, Anne Loughnane, Mary Lyndon, Michael McGrath, Geraldine O'Brien, President, Vice-President and General Secretary.

### **Steering Committee**

Niall Duddy, Susie Hall, Deirdre MacDonald, Máire G Ní Chiarbe, Sean O'Neill, President, Vice-President, General Secretary and Deputy General Secretary.

### **Business of CEC Sub-Committee**

John Byrne, John Conneely and Richard Egan.

### **CEC Appeals Sub-Committee**

Helena Cuniffe, Niall Duddy, Lorraine Finn, Liam O'Mahony and Maura McCaul.

## DEPARTMENTAL AND OTHER EDUCATION COMMITTEES

### **NCCA Council**

Ed Byrne and Deirdre MacDonald.

### **Employee Assistance Scheme Steering Group**

Executive Officer: Organisation and Development

### **Comhairle um Oideachas Gaeltachta agus Gaelscolaíochta**

Lorraine Finn

### **Teacher Fee Refund Scheme Monitoring Committee**

Deputy General Secretary

### **Qualifications Allowance Appeals Committee**

Deputy General Secretary

### **Incremental Credit Appeals Committee**

Deputy General Secretary

### **Post Primary Education Forum**

Deputy General Secretary

## OTHER COMMITTEES / REPRESENTATION

### **Amnesty International**

Assistant General Secretary

### **ASTI Advisor to the Director of Redeployment**

Deputy General Secretary

### **Children's Rights Alliance**

Assistant General Secretary

### **Educational Studies Association of Ireland**

Assistant General Secretary

### **General Synod (Church of Ireland) Board of Education**

Susie Hall and Kieran Sparling.

### **ICTU Disability Committee**

Geraldine O'Brien and Deputy General Secretary.

### **ICTU Education and Training Committee**

General Secretary and Assistant General Secretary.

### **ICTU Executive Council**

General Secretary

### **ICTU Global Solidarity Committee**

Ann Piggot and Assistant General Secretary.

### **ICTU Retired Workers' Committee**

Denis O'Boyle and Ger O'Donoghue

### **ICTU Women's Committee**

Adrienne Healy and Assistant General Secretary.

### **ICTU Youth Committee**

Fintan Creagh and Executive Officer/ Organisation and Development: Desmond O'Toole

### **Irish Forum for Global Education**

Assistant General Secretary

### **Irish National Women's Council**

Lorraine Finn and Sheila Flynn

### **Irish Labour History Society**

Assistant General Secretary

### **National Adult Literacy Association**

Assistant General Secretary

### **NCSE Departmental Council**

Deputy General Secretary

### **Post of Responsibility Appeal Boards**

Ed Byrne, Neil Curran and Noelle Moran.

### **Teaching Council**

Eamon Dennehy and Anne Loughnane

# PRELIMINARY MOTIONS AND AMENDMENTS

## SECTION I

### SALARIES AND ALLOWANCES, POSTS OF RESPONSIBILITY, SUPERANNUATION, EXAMINERS AND SUPERINTENDENTS, REDEPLOYMENT

#### SALARIES AND ALLOWANCES

1. That the ASTI negotiate with the Department of Education (and any other relevant government department) on behalf of teachers who commenced their teaching careers by accepting temporary positions as substitutes for permanent teachers on maternity leave /sick leave /study leave prior to 2001 and that these teachers receive incremental credit for such service.  
**(Drogheda Sean Higgins)**
2. That the ASTI demand the immediate reinstatement of professional allowances for teachers who graduated on or after 2011.  
**(Drogheda Sean Higgins) (Already Policy)**
3. In order to address the worsening teacher supply crisis, the ASTI, in conjunction with the other teacher unions, urgently demands that teachers' salary scales be shortened in line with other public servants' pay scales especially in light of the negative impact of such long salary scales on teachers' pensions.  
**(Dublin North West)**
4. The ASTI acknowledges that new entrant teachers are still down approximately €40,000 over the course of the first 10 years of their career and undertakes escalating industrial action in September 2025 to end the two tier payscale introduced in 2011 and to have all teachers on 1 common payscale.  
**(Sligo) (Requires a ballot)**
5. In light of the 6% real pay decrease suffered by teachers since 2015 according to the OECD, the ASTI undertake escalating industrial action in September 2025 to add 6% to all levels of the payscales to counter these real pay decreases.  
**(Sligo) (Requires a ballot)**
6. That the ASTI seek the support of all affiliate unions of ICTU to ensure a reversal of the Increment freeze imposed on ASTI members as a result of FEMPI legislation.  
**(Wexford Tony Boland)**

#### POSTS OF RESPONSIBILITY

7. That the ASTI negotiate with the management bodies that all vacant AP1 and AP2 posts advertised include details of the duties within that post.  
**(Carbery)**
8. That the ASTI negotiate with the Department of Education the establishment of a scheme allowing all senior and middle management postholders to take a career break type step back from their post for a defined period of time.  
**(Galway)**

9. That the ASTI negotiate the allocation of timetabled time allowance for post holders in voluntary secondary schools, equivalent to the provisions currently afforded to colleagues in Education and Training Board (ETB) and Community and Comprehensive schools.  
**(Stillorgan)**

#### SUPERANNUATION

10. That the ASTI commission an independent report into the different options that are available to members so that they can make a more informed choice in choosing the best possible option available to them to improve their pension. This would consider associated costs and benefits for specific pension schemes (AVCs, PRSAs and Notional Service etc).  
**(Clare)**

## SECTION II

### CONTRACTS OF INDEFINITE DURATION, PART-TIME AND FIXED TERM TEACHERS, CLASS SIZE, CONDITIONS OF WORK

#### CONDITIONS OF WORK

11. That the ASTI negotiate with the Department of Education that the role of Additional Educational Needs Coordinator (AEN) is ex quota to ensure the full needs of all AEN students be met.  
**(Carbery)**
12. That the ASTI negotiate with the Department of Education that any hours spent on extracurricular activities be considered part of Croke Park hours.  
**(Carbery)**
13. That the ASTI negotiate that a teacher who has completed one year of service in a school be given successive rights to any position which may become available in their subject area in that school.  
**(Carbery)**
14. In view of the fact that teachers are required to certify that Additional Assessment Component coursework submitted to SEC is solely that of the student, that the ASTI demand that all teachers be indemnified against any subsequent actions or legal cases taken by students against teachers as a result of the SEC withholding results due to suspected cheating with the aid of AI or other means.  
**(Clare)**
15. That the ASTI demand that job sharing teachers not be timetabled for more than 3 days per week, if that is the job sharer's preference.  
**(Cork South Paddy Mulcahy)**
16. That the ASTI strongly negotiate for the recognition of a teacher's 11 hours of job-sharing to qualify for Carer's Benefit.  
**(Cork South Paddy Mulcahy)**

17. That the ASTI in any negotiations with the Dept of Education or State Examinations Commission reiterate that the compilation of, storage of and forwarding of Additional Assessment Components to the State Examinations Commission is not the remit of the classroom practitioner.  
**(Desmond) (Already Policy)**
18. Education with the aim of introducing domestic violence leave for members so that members in such circumstances can avail of 10 working days paid leave, 5 days paid in a hotel for emergency accommodation and other supports to protect their financial independence. **(Drogheda Sean Higgins)**
19. With regard to physical aggression in the classroom, that the ASTI conduct a survey of its members with regard to physical aggression experienced in the workplace and negotiate with the Department of Education to provide the following measures for injured school staff, namely:
  - 1) immediate financial assistance to cover expenses relating to medical bills, therapy sessions and medication.
  - 2) assault leave for teachers for the duration of their medically certified leave.
  - 3) a comprehensive support system for teachers who have become victims of violence.
  - 4) research the correlation between mental health issues and physical escalation by students and establish a best practice model for teachers, should such a correlation be found.**(Drogheda Sean Higgins)**
20. That the ASTI negotiate with the Department of Education with the aim of introducing paid leave for members who have suffered a miscarriage or who are undergoing IVF treatment.  
**(Drogheda Sean Higgins)**
21. That the ASTI negotiate with the Department of Education with the aim of introducing menopause leave which will allow teachers to request suitable workplace adjustments such as flexibility, time off to attend medical appointments and work task adjustments when teachers are experiencing symptoms  
**(Drogheda Sean Higgins)**
22. That the ASTI negotiate with the Department of Education with the aim of establishing an independent and mandatory audit of teachers' psycho-social hazards and stresses in each school. This audit should be carried out on a biennial basis.  
**(Drogheda Sean Higgins)**
23. That, as a matter of priority, the ASTI negotiate with the Department of Education with the aim of amending the sick leave scheme, as outlined in Circular 0013/2024, so that sick leave days exclude weekends and public holidays.  
**(Drogheda Sean Higgins)**
24. That the ASTI write to the school management bodies to request what steps they will recommend to their members to identify, mitigate and eliminate coercive work practices and conduct in the workplace. **(Drogheda Sean Higgins)**
25. That the ASTI negotiate with the Department of Education to amend Circular M58/04 so that schools can begin parent-teacher meetings before 16:15 should they wish, with 16:15 being maintained as the latest time that a parent-teacher meeting can begin. The ASTI will also seek to maintain the practice of schools closing 15 minutes earlier than normal and all meetings concluding by 18:45 at the latest.  
**(Dublin North East)**
26. That the ASTI negotiate with the Department of Education with the aim of revising the terms of Parent/Teacher meetings, as outlined in Circular M58/04, in order to accommodate the one-hour class timetable and earlier closing hours adopted by schools.  
**(Drogheda Sean Higgins)**
27. That the ASTI refuse to cooperate with new initiatives being introduced into second-level schools without adequate resources, including finances, equipment and personnel when required, being provided upfront and in place before the initiative is rolled out, in the interest of supporting teachers and students.  
**(Dublin North West) (Requires a ballot)**
28. That the ASTI demand that EAL (English as an Additional Language) training be provided for teachers in schools in the interest of supporting teachers and some of our most vulnerable students.  
**(Dublin North West)**
29. That the ASTI insist that the new SPHE specifications in second-level schools be redrafted with more clarity in the interest of the wellbeing of teachers and students.  
**(Dublin North West)**
30. That, in order to support teachers who fall ill, the ASTI seek a doubling of the current sick leave entitlements as a step towards the restoration of the arrangements pertaining before the economic crash of 2008.  
**(Dublin South I)**
31. That the ASTI campaign for funding to be made available to encourage more graduates to enrol in a PME course.  
**(Dublin South Central)**
32. This Convention calls for the election of a committee to review the Supervision and Substitution scheme in second-level schools and how it affects teachers' health and wellbeing.  
**(Dublin South County)**
33. That the ASTI seek to ensure that members who go out on sick leave/maternity leave shall not have their timetables arbitrarily altered and that management shall be required to engage in meaningful discussions with the member before any changes are implemented.  
**(Galway)**
34. In the interest of work/life balance the ASTI seeks to ensure that all scheduled in-house exams (excluding homework and class tests) shall be corrected during scheduled hours. These hours should be allocated from Croke Park hours. **(Galway)**

### SECTION III

#### EDUCATION, SCHOOL RESOURCES, TEACHING COUNCIL, CONTINUOUS PROFESSIONAL DEVELOPMENT, ASSESSMENT, CERTIFICATE EXAMINATIONS

#### EDUCATION

##### **Composite Motion:**

35. That the ASTI demand that an independent review be carried out by an international organisation, outside of Ireland, into the quality of all aspects of curriculum design and procedures being undertaken by the National Council for Curriculum and Assessment, including aspects that prevent subject development groups having access to submissions made as part of the public consultation process.

**(Dublin North West) (Clare)**

36. To ensure the sustainability of the education reform process, the ASTI demands a new education body be established with the following provisions:

A. That the National Council for Curriculum and Assessment, State Examinations Commission and OIDE be amalgamated to ensure effective coordination and alignment of the education reform process.

B. That both the governing council and subject development groups of this new body have a majority represented by practising pedagogical professionals to ensure curriculum design, assessment and CPD provision are fit for purpose and that the teachers' voice is to the forefront of the reform process.

**(Clare)**

37. In order to provide the necessary support to students as they work on their Additional Assessment Component, the ASTI demands a time allocation for teachers of a minimum of two hours per subject per week in the academic year in which the Additional Assessment Component is conducted in that subject.

**(Desmond)**

38. That the ASTI elect a committee to investigate and identify the ongoing issues with AEN provisions and practises in schools and propose workable solutions for the betterment of the whole school community. The committee should report back to the next convention.

**(Dublin South I)**

#### CONTINUOUS PROFESSIONAL DEVELOPMENT

39. That the ASTI, in partnership with the TUI, seek to ensure that a comprehensive programme of subject specific CPD take place in the year prior to the implementation of subject specifications in schools.

**(Wexford Tony Boland)**

#### ASSESSMENT

40. In considering the 2023 Convention Motion Number 50, and based on the accessibility of Artificial Intelligence, that the ASTI reinvigorates its efforts to seek the abolition of all CBAs at Junior Cycle.

**(Cork South Paddy Mulcahy)**

*Note: 2023 Annual Convention Motion Number 50 stated as follows: That the ASTI engage with the Department of Education with the aim of abolishing all CBAs in Junior Cycle.*

41. That the ASTI adopt the position that all aspects of senior cycle assessment should remain the responsibility of the State Examinations Commission.

That the ASTI direct teachers not to engage in any scheduling, administering, supervising, storing or correcting of the additional assessment component associated with the senior cycle redevelopment.

**(Dublin South County) (Requires a ballot)**

42. That the ASTI, in partnership with the TUI, work to ensure that from 2026 onwards, students complete a maximum of one CBA in each Junior Cycle Subject and no Assessment Tasks.

**(Wexford Tony Boland)**

#### CERTIFICATE EXAMINATIONS

43. That the ASTI demand that higher level and ordinary level exam papers are available for all subjects in the Junior Cycle examination, except for Irish, English and Maths where higher, ordinary and foundation levels will be available for examination.

**(Cork South Paddy Mulcahy)**

44. That the ASTI demand that the grading bands currently used in the Junior Cycle exams be revisited, re-examined and replaced with a fairer system which adequately recognises and rewards the different standards of student results.

**(Cork South Paddy Mulcahy)**

45. That the ASTI demand that the submission of Leaving Cert Home Economics Coursework revert to its previous form.

**(Cork South Paddy Mulcahy)**

46. That the ASTI vigorously oppose the introduction of the new Senior Cycle until schools and members are adequately equipped and prepared to absorb such changes

**(Cork South Paddy Mulcahy)**

47. That the ASTI seek a mandate from members to take industrial action in support of our campaign to achieve our demands around Senior Cycle redevelopment.

**(Dublin North East) (Requires a ballot)**



48. That the ASTI refuse to cooperate with the introduction from September 2025 of the redeveloped Senior Cycle unless the following demands are met:

- Specifications for all subjects meet our demands for depth of treatment
- Assessment weightings respect the unique nature of each subject and are not restricted to a 'one size fits all' 40-60 per cent approach
- All necessary documentation including specifications, sample papers, sample marking schemes, and teacher guidelines are made available to teachers in advance of the introduction of any new specification
- Full training is provided to all teachers of the subject
- Agreed ICT resources necessary for Senior Cycle are available in all schools
- All Science labs in all schools are brought up to agreed minimum standards.

**(Dublin North East) (Requires a ballot)**

49. That the ASTI immediately embark on a high profile and sustained media campaign (including social media) to highlight teachers concerns about the impact of the junior cycle and the new senior cycle on educational standards in Ireland.

**(Dublin North West)**

50. In light of teachers' concerns in relation to Senior Cycle redevelopment that the ASTI undertake a campaign to call for reform of the CAO points system.

**(Dublin North West)**

51. That, no change to state examinations be introduced until a minimum of two years after sample papers and marking schemes have been published and training for teachers has commenced.

**(Galway)**

52. That the ASTI seek the abolition of the introduction of the new Leaving Certificate Gaelge prescribed literature for the 2027 cohort, in light of the planned implementation of the revised Senior Cycle Gaelge specification for the 2030 Leaving Certificate cohort.

**(Stillorgan)**

53. That the ASTI engage with the Department of Education in considering the ramifications of the possible use of AI in coursework for state examinations.

**(Waterford)**

54. That the ASTI take immediate action to seek to ensure the postponement of the introduction of Senior Cycle subjects for at least one year.

**(Wicklow)**

## SECTION IV

### RULES AND CONSTITUTION, ORGANISATION AND ADMINISTRATION

#### RULES AND CONSTITUTION

##### Composite Motion

55 That Rule 5 of "ASTI Rules and Constitution" be deleted.  
**(Carlow) (Sligo)**

*Note: Rule 5 of the ASTI Rules and Constitution states as follows:*

*No political or sectarian topic shall be introduced or discussed at any meeting of the Association.*

56. Amendment to Rule 52 by addition of the following:

"The handover of all such materials should be complete within 90 days of the relinquishing of office."

RULE 52 should then read:

*"On relinquishing office, Branch office holders shall hand over to their successors in office all books, papers, and monies appertaining to or connected with the business of the Branch or in the case of dissolution to Head Office. The handover of all such materials should be complete within 90 days of the relinquishing of office."*

**(Carlow)**

57. Insert new rule immediately after Rule 111.

*"A Rules Committee of five members shall be elected at Annual Convention every second year. The Rules Committee shall keep the rules under review by scrutinising the rules to ensure that the description therein of the processes, procedures and practices of the Association are democratic, member-centred, relevant and effective. The Rules Committee shall be convened by the President before the end of the school year in which it is elected."*

**(Dublin South I)**

58. Amendment to Rule 108:

Amend by addition of the following after the word office: "and further, a member may only serve on two other committees of the association."

The Rule to then read:

*"With the exception of the President and Vice-President, no member may serve on more than one of the following committees namely, Standing Committee, Education Committee, Safety Health & Welfare Committee and Equality Committee during a concurrent term of office and further, a member may only serve on two other committees of the association."*

**(Waterford)**

#### ORGANISATION & ADMINISTRATION

59. That a meeting take place of branches in the same region once a year. This meeting would have no formal decision-making status, therefore keeping in line with "ASTI Guidelines for the Operation of Branches" and the "ASTI Rules and Constitution."

**(Carlow)**

60. That as a matter of priority, the ASTI conduct a survey of its members with regard to their experience of anti-union behaviour by employers with the aim of negotiating protections for workplace representatives as part of a National Action Plan on Collective Bargaining.

**(Drogheda Sean Higgins)**

61. **Composite Motion:**

That Annual Convention elect a committee of six to;

- research and review ASTI membership levels in our schools
- research the extent of engagement by members at both school and branch level
- explore solutions to the problem of the lack of participation and involvement of teachers in the union (lack of attendance at branch meetings, participation on ASTI national committees and shortage of delegates at convention by some branches)

- find mechanisms and ways to encourage members to get involved.

This Committee should report back with recommendations to Annual Convention in 2026.

**(Wexford Tony Boland) (Dublin South County)  
(Dublin North West) (Drogheda Sean Higgins)**

62. That the ASTI insist that all three teacher unions be represented on the Department of Education's Teacher Supply Steering Group.

**(Dublin South Central)**

63. This Convention demands that any future sale of second-level school land for housing development, must include provision for affordable housing for teachers to buy and or rent as an incentive to alleviate the teacher shortage.

**(Dublin South County)**

# PRIORITISATION OF MOTIONS 2025

Each branch was invited to prioritise motions on the Preliminary Agenda by choosing eight motions and setting them out in order of preference, 1st, 2nd, 3rd, etc. The following table lists the prioritisation of motions as submitted by the branches:

BRANCH	PRIORITY IN ORDER OF PREFERENCE							
	1st	2nd	3rd	4th	5th	6th	7th	8th
Athlone	48	53	21	14	43	44	3	40
Bray	44	12	23	1	17	55	14	25
Carbery	20	21	14	43	44	35	51	57
Carlow	61	7	4	44	48	51	53	26
Carrick-on-Shannon								
Cavan								
Clare	48	49	21	3	6	11	53	58
Cork North								
Cork South Paddy Mulcahy	9	32	8	30	53	58	11	61
Desmond	48	14	23	41	44	36	7	34
Donegal	41	4	23	6	20	9	29	19
Drogheda Sean Higgins	14	44	48	37	58	3	11	6
Dublin North I Miriam Duggan	54	48	23	5	20	19	41	55
Dublin North Central	30	20	21	23	11	43	44	9
Dublin North East	11	14	30	55	61	38	9	5
Dublin North West	36	14	48	41	23	16	6	7
Dublin South I	3	23	31	44	43	7	52	62
Dublin South 2	40	23	49	6	14	48	30	34
Dublin South Central	3	44	7	43	51	12	14	37
Dublin South County	48	19	3	30	5	10	44	43
Dublin South West	30	23	38	48	41	3	61	19
Dun Laoghaire	14	19	23	28	36	9	44	48
Dundalk	48	44	6	14	19	23	42	35
Dungarvan	51	48	10	23	22	4	1	33
East Cork	23	20	14	9	5	8	30	15
East Galway	23	52	41	34	15	26	12	6
East Mayo	15	41	24	22	44	28	16	61
Enniscorthy	61	22	59	3	10	12	39	62
Fermoy	23	42	46	14	8	41	12	30
Fingal								
Galway	23	47	12	14	26	19	3	58
Iar Thuaisceart Thir Chonaill	42	44	43	11	23	41	14	6

Kerry	48	2	41	12	23	43	14	7
Kildare	14	44	49	43	20	6	23	39
Kilkenny	15	14	50	53	23	1	9	49
Laois	41	51	23	35	2	14	19	53
Limerick North	14	23	19	44	35	10	7	36
Limerick South	39	14	3	23	44	35	52	20
Longford								
Monaghan								
Mullingar	14	48	11	41	44	18	27	34
Navan								
Nenagh	51	25	32	30	29	42	48	44
New Ross	18	19	48	23	30	32	42	6
Roscrea	19	14	22	44	20	9	54	49
Sligo	48	19	14	11	10	20	23	3
Stillorgan								
Tipperary	14	44	30	43	19	9	1	11
Tuam	39	10	15	21	28	38	61	14
Tullamore	9	16	15	32	17	46	23	34
Waterford	4	14	43	60	3	23	49	32
West Limerick								
West Mayo	6	14	3	16	20	17	9	11
West Waterford	3	20	44	23	12	39	41	43
Wexford Tony Boland	3	48	14	7	9	44	50	23
Wicklow								

Steering Committee decided to award points to motions in the following manner:

- (i) Branch's most popular motion 6 points
- Branch's second most popular motion 5 points
- Branch's third most popular motion 4 points
- Branch's fourth most popular motion 4 points
- Branch's fifth most popular motion 3 points
- Branch's sixth most popular motion 3 points
- Branch's seventh most popular motion 2 points
- Branch's eighth most popular motion 2 points

- (ii) Where motions from a number of branches have been composited, then the following will apply:

Three points will be given for each branch involved in the composite, e.g. if motions from five branches are composited into one composite motion, then points are awarded as follows:  $5 \times 3 = 15$ .

After points were awarded, the motions were listed as follows in order of popularity:

Points Awarded	No. of Motion	Topic
124	14	CONDITIONS OF WORK
114	23	CONDITIONS OF WORK
88	48	CERTIFICATE EXAMINATIONS
85	44	CERTIFICATE EXAMINATIONS
59	3	SALARIES AND ALLOWANCES
50	41	ASSESSMENT
48	19	CONDITIONS OF WORK
41	30	CONDITIONS OF WORK
41	20	CONDITIONS OF WORK
40	43	CERTIFICATE EXAMINATIONS
39	9	POSTS OF RESPONSIBILITY
35	61	ORGANISATION & ADMINISTRATION
34	6	SALARIES AND ALLOWANCES
32	11	CONDITIONS OF WORK
26	12	CONDITIONS OF WORK
25	15	CONDITIONS OF WORK
25	51	CERTIFICATE EXAMINATIONS
24	7	POSTS OF RESPONSIBILITY
21	10	SUPERANNUATION
21	21	CONDITIONS OF WORK
21	35	EDUCATION
19	39	CONTINUOUS PROFESSIONAL DEVELOPMENT
19	49	CERTIFICATE EXAMINATIONS
18	4	SALARIES AND ALLOWANCES
18	32	CONDITIONS OF WORK
18	42	ASSESSMENT
18	53	CERTIFICATE EXAMINATIONS
16	22	CONDITIONS OF WORK
15	55	RULES AND CONSTITUTION
14	16	CONDITIONS OF WORK
14	36	EDUCATION
12	34	CONDITIONS OF WORK

Points Awarded	No. of Motion	Topic
12	5	SALARIES AND ALLOWANCES
11	1	SALARIES AND ALLOWANCES
10	8	POSTS OF RESPONSIBILITY
10	28	CONDITIONS OF WORK
10	38	EDUCATION
10	58	RULES AND CONSTITUTION
9	17	CONDITIONS OF WORK
9	18	CONDITIONS OF WORK
9	52	CERTIFICATE EXAMINATIONS
8	2	SALARIES AND ALLOWANCES
8	26	CONDITIONS OF WORK
8	40	ASSESSMENT
8	54	CERTIFICATE EXAMINATIONS
7	25	CONDITIONS OF WORK
7	46	CERTIFICATE EXAMINATIONS
6	37	EDUCATION
6	50	CERTIFICATE EXAMINATIONS
5	29	CONDITIONS OF WORK
5	47	CERTIFICATE EXAMINATIONS
4	24	CONDITIONS OF WORK
4	31	CONDITIONS OF WORK
4	59	ORGANISATION & ADMINISTRATION
4	60	ORGANISATION & ADMINISTRATION
4	62	ORGANISATION & ADMINISTRATION
2	27	CONDITIONS OF WORK
2	33	CONDITIONS OF WORK
2	57	RULES AND CONSTITUTION
0	13	CONDITIONS OF WORK
0	45	CERTIFICATE EXAMINATIONS
0	56	RULES AND CONSTITUTION
0	63	ORGANISATION & ADMINISTRATION

# CONVENTION 2024 RESOLUTIONS ADOPTED

## THE FOLLOWING RESOLUTIONS WERE ADOPTED BY ANNUAL CONVENTION 2024:

### MOTION 69 – COMPOSITE MOTION – ASSESSMENT AND CERTIFICATE EXAMINATIONS (AS AMENDED)

Given the recent developments in A.I. and the unique nature of each subject, that the ASTI urgently seek to ensure flexibility in the percentage of marks allocated (currently set at a minimum of 40% by the Minister for Education) to the additional component assessment(s) (coursework, orals, or practical examinations) of each Leaving Certificate specification (syllabus).

Further, the percentage marks allocated to the additional component assessment(s) of each subject, be determined by each individual NCCA Leaving Certificate development group at a minimum of 20% of the overall marks.

#### Amendment

Amend by deletion of “at a minimum of 20% of the overall marks.”

The amended motion will then read as follows:

Given the recent developments in A.I. and the unique nature of each subject, that the ASTI urgently seek to ensure flexibility in the percentage of marks allocated (currently set at a minimum of 40% by the Minister for Education) to the additional component assessment(s) (coursework, orals, or practical examinations) of each Leaving Certificate specification (syllabus).

Further, the percentage marks allocated to the additional component assessment(s) of each subject, be determined by each individual NCCA Leaving Certificate development group.

*This matter was raised with the Department of Education, the NCCA and the State Examinations Commission. The issues raised by the motion were the subject of joint lunchtime protest by the ASTI and the TUI on 19<sup>th</sup> November 2024.*

### MOTION 72 – COMPOSITE MOTION - ASSESSMENT AND CERTIFICATE EXAMINATIONS

That the ASTI restate its demand that the Easter and midterm breaks and weekends not be used for the sitting of state examinations and that senior cycle oral examinations be scheduled during term time in the interest of student and staff wellbeing and health and safety.

*This matter was raised with the Department of Education and the State Examinations Commission. Unfortunately, the Minister for Education announced the continuation of the current arrangements for the next three years. The ASTI continues to argue the case against these arrangements*

### MOTION 6 - SALARIES AND ALLOWANCES

That the ASTI demand that all years of teaching service abroad in recognised second-level schools shall be included in the calculation of incremental credit.

*This matter was raised with the Department of Education, Teachers' Conciliation Council, at the Teacher Supply Forum and directly with the Minister for Education.*

### MOTION 30 – CONDITIONS OF WORK

That the ASTI campaign for the PME to be reduced to one year.

*This matter was raised with the Department of Education and the Teaching Council*

### MOTION 8 - SALARIES AND ALLOWANCES

That the ASTI negotiate a reduction of the 25-point incremental scale to a 20-point incremental scale.

#### Amendment

Amend by addition of the word ‘substantial’ before the first appearance of the word ‘reduction’ in the original motion and also by deleting the words ‘to a 20 point incremental scale’ and directly substituting the words ‘including a reduction in the amount of time for the payment of the Long Service Allowance’.

The amended motion will then read as follows:

That the ASTI negotiate a substantial reduction of the 25-point incremental scale including a reduction in the amount of time for the payment of the Long Service Allowance.

*This matter was raised with the Department of Education*

### MOTION 39 – CONDITIONS OF WORK

That the ASTI lobby for the enactment of stronger laws to prevent online abuse and harassment on social media platforms.

*Standing Committee has established a Sub-Committee on Digital Rights which is examining this and related matters. The ASTI has also raised the issue with the Department of Education*

### MOTION 49 CONDITIONS OF WORK

That the ASTI conduct a survey of its members to establish the psychosocial risks (stressors) that teachers are experiencing in their working lives.

*Work on this matter is ongoing, under the remit of the ASTI Safety Health and Welfare Committee.*

### MOTION 38 – CONDITIONS OF WORK

That the ASTI seek the restoration of teachers Sick Leave entitlements to the arrangements pertaining before the economic crash of 2008.

*This matter as raised with the Department of Education and with the ICTU.*

### MOTION 52 – COMPOSITE MOTION - EDUCATION

That the ASTI insist, in the interests of ensuring that teacher voice is central to the development of new specifications, that the chairperson of each NCCA subject development group be elected by the members of each group. In addition, that all feedback received in the consultation process for the draft specifications

(syllabi) be forwarded to each member of the relevant subject development group so that a consensus report on the feedback may be published by the subject development group.

*This matter has been repeatedly raised with the Minister for Education, with Department of Education officials and with the NCCA.*

### **MOTION 53 - EDUCATION**

The ASTI demands that the Department of Education formalise the role of coordinator of educational supports for students with additional educational needs (sometimes known as the Special Educational Needs Coordinator, SENCO, or AENCO) and ensure standardised responsibilities, training, and support for educators in these positions.

*This matter was raised at a meeting with the Minister for Special Education and Inclusion, Hildegard Naughton TD.*

### **MOTION 64 – SCHOOL RESOURCES**

ASTI calls on the Minister for Education to immediately provide properly resourced psychological services, specifically designated to schools so that students can access appropriate and timely clinical and therapeutic interventions and supports.

*This matter was raised at a meeting with the Minister for Special Education and Inclusion, Hildegard Naughton TD.*

### **MOTION 70 – ASSESSMENT AND CERTIFICATE EXAMINATIONS**

That the ASTI insist, that in relation to second components of all state examinations, the digital compilation of, storage of, and submitting of students' work to the State Examinations Commission not be the remit of a subject teacher.

*This matter was raised with the Department of Education and the State Examinations Commission*

### **MOTION 26 – CONDITIONS OF WORK**

In view of the additional workload placed on teachers of Leaving Certificate subjects containing additional components, the ASTI demand that the Department of Education makes within-timetable professional time available for individual teachers of those Leaving Certificate subjects containing additional components (coursework, orals or practical examinations), which it is proposed will be rolled out for all Leaving Certificate subjects. The professional time made available should be in the form of 66 hours per school year, or 2 hrs per week.

#### **Amendment**

Amendment by adding the words "per subject" after the words or 2 hrs per week".

The amended motion will then read as follows:

In view of the additional workload placed on teachers of Leaving Certificate subjects containing additional components, the ASTI demand that the Department of Education makes within timetable professional time available for individual teachers of those Leaving Certificate subjects containing additional components (coursework, orals or practical examinations), which it is proposed will be rolled out for all Leaving Certificate subjects. The professional time made available should be in the form of 66 hours per school year, or 2 hrs per week, per subject.

*This matter was raised with the Department of Education.*

### **MOTION 27 CONDITIONS OF WORK**

That the ASTI campaign for the abolition of the Croke Park Hours, without any financial penalty to teachers.

*This matter was raised with the Department of Education and at the Teachers' Conciliation Council.*

### **MOTION 51 – CONDITIONS OF WORK**

That the ASTI take immediate action to ensure the abolition of all Croke Park extra working hours and all Haddington Road extra working hours for all members of the teaching profession.

*This matter was raised with the Department of Education and at the Teachers' Conciliation Council. It has also been discussed with the INTO and the TUI.*

### **MOTION 36 – CONDITIONS OF WORK**

The ASTI work with other teacher unions to bring the issue of Croke Park hours to every relevant forum to negotiate their end.

*This matter was raised with the Department of Education and at the Teachers' Conciliation Council. It has also been discussed with the INTO and the TUI.*

### **MOTION 44 – CONDITIONS OF WORK**

That the ASTI ballot members with a view to taking industrial action, up to and including strike action, if the unpaid 33 Croke Park hours are not terminated before the beginning of the 2025/26 school year.

*This matter was raised with the Department of Education and at the Teachers' Conciliation Council. It has also been discussed with the INTO and the TUI.*

### **MOTION 34 – CONDITIONS OF WORK**

Recognising the importance of providing humane and compassionate support to our members during times of bereavement, this convention compels the ASTI to seek a review of Circular Letter 0078/2022, with a view to amending the circular so that a more flexible, humane and compassionate application of the Bereavement Leave Entitlements therein be applied. In particular, the ASTI will seek a modification of the Circular Letter so that:

- the commencement of bereavement leave be at the discretion of the bereaved teacher, taking into consideration funeral arrangements and individual circumstances; and
- bereaved teachers can be afforded the option to split the bereavement leave entitlement, providing teachers with the flexibility to manage their leave in a manner they deem necessary.

This convention further authorises the ASTI to engage in meaningful dialogue with relevant stakeholders to ensure that any amendments made to Circular Letter 0078/2022 align with the collective needs and concerns of our union members.

*This matter was raised with the Department of Education and at the Teachers' Conciliation Council.*

**MOTION 21 - SUPERANNUATION**

That the ASTI investigate the impact on pensions of female members of the teaching profession given that pensions are now based on career average earnings. A report on this investigation will be presented to Convention 2025.

*Working together, the Pensions Sub-Committee and the Equality Committee have commissioned research into the Gender Pay and Pension Gap in the teaching profession. This research is currently being undertaken by TASC (Think Tank for Action on Social Change).*

**MOTION 23 - SUPERANNUATION**

That the ASTI take immediate action to ensure the restoration of pre-2013 pensions provision for all members of the teaching profession.

*This matter has been raised with the ICTU.*

**MOTION 79 – SOCIAL SOLIDARITY**

That the ASTI strongly support the rights of children, both nationally and internationally, to education, to water, to food, to shelter, to medical assistance and to freedom from violence and murder.

*The ASTI continues to support the rights of children, through its work with EI and the ETUCE and through financial support. (See section in this Handbook: Development Aid).*

**MOTION 18 – POSTS OF RESPONSIBILITY**

That ASTI negotiate for all Post Holders, in all schools, to receive a time allowance to enable them to carry out the extra duties and work required for their post. AP1s should receive a minimum of 4 hours while AP2s should receive a minimum of 2 hours.

*Standing Committee has established a sub-committee dealing with Posts of Responsibility – its report is included in this Handbook and will be brought to Convention 2025.*

**MOTION 16 POSTS OF RESPONSIBILITY**

That the ASTI demand that points awarded to seniority in posts of responsibility interviews be reinstated.

*Standing Committee has established a sub-committee dealing with Posts of Responsibility – its report is included in this Handbook and will be brought to Convention 2025.*

**MOTION 11 – POSTS OF RESPONSIBILITY**

The ASTI demand that all interviews for posts of responsibility in all second-level schools be carried out by an independent interview panel, not to include any current or former principal, in the interest of equality and fairness to all applicants.

*Standing Committee has established a sub-committee dealing with Posts of Responsibility – its report is included in this Handbook and will be brought to Convention 2025.*

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# NOTES



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# NOTES

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# CONVENTION 2025

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# ASTI

A century of service

**103ú  
Comhdháil Bhliantúil  
2025**

LEABHAR ATHBHREITHNITHE 1

# Comhdháil **Lámhleabhar**

**AG FREASTAL AR  
MHÚINTEOIRÍ  
AG COTHÚ AN  
OIDEACHAIS**