

## PSA Action Plan Reporting December 2025

OVERVIEW				
PRIORITY 1				
Action	Outcome	Timeframe	Measure	Progress report update and achievements December 2025
Teachers will co-operate with Senior Cycle Redevelopment in line with the commitment in the PSA and the requirement to maintain a well-managed, stable industrial relations environment which achieves industrial peace.	Effective implementation of redevelopment	Ongoing	Timely and effective delivery of redevelopment	<p>The teaching of the first tranche of new and revised Leaving Certificate specifications commenced in schools in Autumn 2025.</p> <p>More generally, the TUI is actively engaged with the Department regarding the implementation of measures to support SCR implementation.</p> <p>The ASTI membership in mid-2025 chose to reject the Support Measures document and voted to give its Executive a mandate up to and including industrial action in pursuit of its objectives related to Senior Cycle Redevelopment. The ASTI has not yet taken steps to withdraw its co-operation with SCR or invoke industrial action.</p> <p>Any developments in this regard will be carefully monitored including the operation at school level of revised interim arrangements in respect of ' Croke Park Hours'.</p> <p>The ASTI invoked the dispute resolution mechanism provided under Section 5 of the PSA in mid-2025. As of December 2025, that process has now moved beyond the local engagement</p>

				phase to a process of facilitation by the Teachers Conciliation Council. A first engagement in that regard took place in November, the parties have exchanged submissions through the facilitator (the Chair of the TCC) and the Department is seeking a further early engagement in that process to advance matters.
Teachers will engage with research into the effective use of professional time for teachers as provided for in the Junior Cycle Framework.	Evidence for decisions	Q2 2026	Level of engagement	RfT being finalised ahead of agreed sharing with stakeholders, with intention to issue before year's end.
Teachers will co-operate with the rollout of the Primary Curriculum Framework, and the phased implementation of related specifications, when finalised, in line with the commitment in the PSA and the requirement to maintain a well-managed, stable industrial relations environment which achieves industrial peace.	Effective delivery of the framework	Ongoing	Level of co-operation throughout the period	The specifications for 5 redeveloped curriculum areas were published in September and supported by INTO.  Engagement/development ongoing with INTO regarding the enactment of new curriculum.

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All staff will engage with the Department in a process to explore balancing the totality of functions of staff in terms of contact time, non-contact time, implementation of new initiatives and CPD.	Gathering of evidence/views on possible change/developments in this area	By Q2 2026	Level of engagement	Project under development
Engagement with a view to making certain TPL compulsory.	More consistent and effective delivery of and participation in key TPL	Achieved	Level of Engagement	Significant progress achieved in relation to school staff participation in mandatory Child Protection Training in 2025/2026
Engagement to explore the potential of providing further elements of TPL outside teaching hours and online.	More consistent and effective delivery of and participation in key TPL	Achieved	Level of Engagement	There continues to be a range of elective TPL available outside of teaching hours and online at primary and post-primary levels. In addition, a range of postgraduate programmes, to address capacity issues in targeted subject areas and special educational needs, have seen significant uptake.

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Engagement on the implementation of the recommendations in the OECD review on resource allocation to address educational disadvantage particularly the recommendations on fostering greater engagement with families and community, including recommendations relating to the expansion of the HSCL scheme and possible extension beyond DEIS schools at a time of teacher shortages.	Increased supply of staff  Improved delivery to children	ongoing	Level of engagement	Engagement ongoing in the context of the development of the new DEIS Strategy which will be published in early 2026. The strategy will contain an action to consider the extension of the HSCL scheme to further schools, as per the Programme for Government commitment.
Staff engagement and co-operation with a view to agreeing changes to certain schemes to increase teacher availability.  For example, career breaks, job share etc.	Improved school operations  Increased availability of staff	Ongoing	Level of engagement  Introduction of agreed changes  Numbers of staff available	Engagement around teacher supply issues continues
Co-operation with Assistive Technology supports to promote students and young people's engagement with learning.	Children can access the curriculum using technology.	Ongoing	Level of co-operation	Approach under development

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Engagement on the SNA Workforce Development Plan	Robust policy development on the SNA workforce with input from key stakeholders	Ongoing	Level of engagement	There has been a significant level of positive engagement on the SNA Workforce Plan across all five pillars including input to a new circular on the role of the SNA and to the SNA Redeployment scheme.
SNAs to engage on review of the SNA contract.	Revised Contract in place  Improved operations	Ongoing	Level of engagement	There has been significant level of positive engagement on the review of the SNA contract.
Commitment of all staff to maximise the use of IT solutions for various school operations (e.g. recruitment portal, school placement portal etc.)	More efficient operations	Throughout agreement	Rate of adoption of new solutions	Ongoing
All staff to co-operate with the modernisation of payroll practices and the move towards self-service including the introduction of online payslips.	Increase in take-up  Improved efficiencies	Throughout agreement	Rate of take-up  Level of engagement	Ongoing

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<p>ETB admin staff to co-operate with:</p> <p>the introduction of new technology and/or changes in business/operational practices.</p> <p>re-assignment of staff to new roles as a result of new technology and/or changes in business/operational practices due to introduction of shared services.</p> <p>any upskilling as a result of technology and/or changes in business/operational practices</p>	Change and reform implementation	Throughout agreement	Engagement with any proposals	Ongoing




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Date: 18 December 2025