

**Meeting of the Teacher Supply Implementation Group**  
**27 October 2023 @ 2.30 pm**  
**Via Teams**  
**Minutes**

**In attendance:**

Dalton Tattan, Assistant Secretary General (Chair)  
Séamus Keating, PO, Teacher Education Policy (Teacher Supply)  
Yvonne Keating, Chief Inspector  
Paraic Joyce, PO, School Governance/ Teacher Allocations  
Jill Fannin, PO, Teacher Education Policy (ITE and Professional Development)  
Lynn Ramsey Director, Teaching Council  
Sinéad Keenaghan, PO, Payroll  
James Walsh, PO, Teacher/SNA Terms & Conditions  
Paul Alexander, PO, Statistics  
Margarita Boyle, PO, Special Education.  
Edel Harte, PO, Pensions  
Mark Bohan, PO, External Staff Relations  
Clare Connolly, APO Teacher Education Policy (Teaching Council)  
Róisín Collier, APO, Communications Section

***Also in attendance:***

John Egan, HEO, Teacher Education Policy (Teacher Supply)  
Tom Slevin, APO, Teacher Education Policy (Teacher Supply)  
Deirdre Dalton, APO, Teacher Education Policy (Teacher Supply)

***Apologies:***

Bernie McNally, Secretary General  
Tomás Ó Ruairc, Assistant Secretary General  
Aoife Conduit, Assistant Secretary General  
Deirdre Shanley, Assistant Secretary General  
Noreen Finnegan, PO Teacher Education Policy (Teaching Council)  
Evelyn O'Connor, PO, Curriculum & Assessment Policy Unit

## 1. Minutes of previous meeting

The minutes of the meeting held on 14 September were agreed.

## 2. Update on specific actions:

### Budget 2024 update

- Teacher Supply informed of the recent teacher supply measures introduced for Budget 2024
  - Funding for a professional masters of education (PME) incentive scheme will be introduced for newly qualified teachers graduating in 2024.
  - Increased funding for an expansion in the number of upskilling programmes available.
  - An additional 1,000 posts of responsibility will be provided in the school system for the 2024/25 school year.

### Research into retired teachers

- An update was provided on the research into the motivations and barriers for retired teachers returning to teaching.
- The external researcher, Teacher Supply and the Department's Communications Unit are recruiting more retired teachers for the research.

### Primary teacher supply panel arrangements 2023/24

- For the 2023-24 school year Supply Panels were extended to 166 Panels, covering 2,887 Primary schools with a sanction of 590 posts. 89% of all primary schools are attached to a supply panel.
- 12 new Panels will be created in Dublin for 2023-2024 in order to reduce the size of the Panels. This approach was requested by schools in Dublin following a review of panels in December 2022.

### Turas Abhaile

- It was agreed that Turas Abhaile was a useful mechanism for recruiting qualified teachers who are working abroad
- Teacher Supply are meeting with ACCS and NAPD in the coming weeks to discuss further.
- An update on activity was provided to the meeting. 50 teachers had been placed to date with a total of 70 applications received.

### Upskilling programmes – Irish and other subjects

- The RFT process for the Irish upskilling programme is at the evaluation stage.
- Budget 2024 has provided funding for further upskilling courses in French, computer science and politics and society.

#### Teacher supply data project (data dashboards)

- Progress has been made on obtaining data for this project. Initial findings are expected in December.

### **3. Teacher supply in special education settings**

The meeting was informed that

- There are particular pressures in special education settings since September.
- Schools are directly contacting NABMSE with their issues regarding supply.
- Special Education Unit had a very productive meeting with the Teaching Council recently.
- Budget 2024 has provided funding for 744 new SET and 1,260 SNAs.
- The Group discussed the impact of leave absences on teacher supply issues.

### **4. Communications and promotion of the teaching profession**

#### Teaching Transforms – update

- The Group was informed that the Department's Communications Unit and Teacher Supply Section are engaging with a new creative agency in designing the next CAO and PME promotion campaigns for December and January.
- Teacher Supply sought suggestions from the Group for new 'stars' for the campaign that they thought might be suitable.

#### Consultative forum plans

- The Teacher Supply Consultative Forum will take place on 8 December 2023. The Group was informed that three broad themes, yet to be clarified, will be discussed.
- Invites are to be issued to relevant stakeholders.

### **5. Draft Teacher Supply Action Plan (including potential actions to be considered for inclusion)**

#### Droichead arrangements for NQTs trained outside Ireland

- A proposal is to be brought to the Teaching Council to extend the COVID Amendment Regulation (CAR) beyond the current deadline of 24 February 2024 for two more years.

#### Access to Droichead for supply panel teachers

- The Teaching Council is working closely with Oide on this matter.

#### Review the incremental credit scheme to recognise post-primary teaching service

- The expansion of the incremental credit scheme to post-primary has not progressed. The Department is considering ways to advance this measure.

#### Increase placements in schools in Dublin area

- ITE & Professional Development Unit informed the Group on a survey carried out regarding student teachers working in Dublin.
- Data shows good co-operation between the host schools and students.
- ITE & Professional Development Unit will meet with ITE providers for feedback on the survey.

#### Survey of substitute teachers

- Statistics Section are undertaking a survey on the work patterns and experience of substitutes. Teacher Supply will assist with the promotion of the survey through the various groups supporting teacher supply.

#### Consideration of FE pathway to primary ITE

- The expansion of FET routes in to Primary teaching courses was discussed.
- It is expected that a proposal acceptable to all parties will be progressed in the coming months.

#### Further education teachers in post primary schools

- The scope to use further education teachers at post primary level, particularly, for practical subjects was discussed and is being explored. No information currently available on the availability of FET teachers.

#### Review the role of various support roles & Consideration of existing terms and conditions, and non-statutory leave arrangements

- The potential benefits for teacher supply from reviewing support roles requiring teaching qualifications was discussed.

#### Review of actions, responsibilities and timelines

- The group was informed that a critical review of the Teacher Supply Action Plan would be carried out before end of year.

### **6. Department response to the Ukrainian crisis**

The Group was supplied with updates on the Department's response to the Ukrainian crisis by email prior to today's meeting.

### **7. AOB**

None

**8. Date of next meeting**

7 December 2023 @2pm

---

**Teacher Supply Secretariat  
December 2023**