

**Meeting of the Teacher Supply Steering Group  
14 December 2023 @ 2pm Via Teams  
Minutes**

**In attendance:**

Dalton Tattan, Asst. Secretary General, Department of Education (Chair)  
Tomás Ó Ruairc, Asst. Secretary General, Department of Education  
Charlotte Holland, Deputy Dean, Institute of Education, DCU  
Séamus Keating, PO, Department of Education  
Lynn Ramsey, Teaching Council  
Declan Kennedy, School of Education, UCC  
Yvonne Keating, Chief Inspector, Department of Education  
Antoinette Nic Gearailt, ACCS  
Séamus Mulconry, CPSMA  
Lewis Purser, Director of Learning & Teaching and Academic Affairs, IUA

***Also in attendance:***

Tom Slevin, APO, Department of Education  
John Egan, HEO, Department of Education

***Apologies***

Bernie McNally, Secretary General, Department of Education  
Áine Doyle, Minister's Advisor  
Aoife Conduit, Asst. Secretary General, Department of Education  
Anne Looney, Executive Dean, Institute of Education, DCU  
Anthony Finn, University of Glasgow

**1. Minutes of previous meeting**

The minutes of the previous meeting held on 21 September were agreed.

**2. Update on specific actions:**

Upskilling Programmes – Irish and other subjects

The RFT process for the Irish upskilling programme has concluded and letters of award and intent will issue before Christmas. Teacher Supply section have commenced work on tenders for upskilling courses in French, computer science and politics & society.

Primary Teacher Supply Panels arrangements for 2023/24

The meeting was informed there are 590 places on 166 teacher supply panels for the 2023/24 school year with 436 places filled (74%) panels. A review of panels in the Dublin area was carried out this year resulting in 12 additional panels being created.

Access to Droichead for supply panel teachers

The Teaching Council informed the Group that the mechanism for supply panel teachers to access Droichead went live in Q4 2023. 28 NQTs have applied to date and the Teaching Council is working closely with Oide on this matter.

### Teacher supply data projects

The Group thanked the Statistics Unit, Payroll Division and all stakeholders involved for their work on the following data projects.

#### Teaching Council's Register of teachers –

- The work on the Teaching Council's Register of teachers is near completion.
- This work involved matching data from the Council's register with data from a number of sources including Revenue, Department of Social Protection and the census.
- The data gathered was seen as a really important piece of work and it was agreed that further analysis of the data was needed.
- There was a presentation on this project at the Teacher Supply Consultative Forum on 8 December 2023.

#### Teacher Supply Data dashboards –

- This project, which used data from the Department's teacher payroll and ESBS teacher payrolls to get a clearer picture of teacher supply data, is also near completion

#### Substitution Survey –

- Statistics Section had published a survey on the work patterns and experience of substitutes. The target was 197 responses. The meeting was informed 274 responses had been registered with the survey which is due to close at the end of December.

### PME incentive

- Those newly qualified teachers who graduate with a PME will, subject to some conditions, be eligible for an incentive payment of up to €2,000.
- This incentive payment will be paid to eligible primary and post-primary teachers in 2025. Some preliminary work on an on-line application process has begun.
- Further details of this incentive scheme will follow in the coming months.

### Research into the motivations of retired teachers

The external researcher gave a presentation to Teacher Supply, Pensions Unit and the Communications Unit on the final report on the motivations and barriers for retired teachers returning to teaching.

Some of the findings include:

- Retired teachers returning to teaching want to feel valued.
- Their primary motivation for teaching lay in delivering learning experiences to students.
- Other motivations included a good relationship with the school principal and with former teaching colleagues etc.
- Many embraced the first year as a 'year off' to reflect and regenerate. They usually only consider substitution work after this period.

The Teaching Council also informed the Group that they have devised a new fast track process for retired teachers who need to re-register with the Council.

### Abatement Waiver Extension

The Group was informed that agreement was reached with DPENDPR to extend the pension abatement waiver for 2 more years.

### Teacher Supply Engagement Forum

The Teacher Supply Engagement Forum which took place on 8 December 2023 was seen as a very positive event with approx. 100 attendees.

There were presentations on the following topics:

- Teaching Council update
- Department of Education statistical reports update
- Diversity in the teaching profession.

### Droichead arrangements for NQTs trained outside Ireland

The Teaching Council are continuing to consider the extension of the COVID Amendment Regulation (CAR) beyond the current deadline of 01 February 2024 for two more years.

### Turas Abhaile

An update on activity was provided to the meeting. 55 teachers had been placed to date. Turas Abhaile has engaged with HEIs in Northern Ireland and Scotland and an event in the UAE is being planned for early 2024 to promote teacher vacancies in Ireland.

## **3. Potential actions to be considered for inclusion in TSAP**

### Consideration of FE pathway to primary ITE

The expansion of FET routes in to Primary teaching courses was discussed. Further internal discussions within the Department are planned followed by further discussions with DFHERIS.

It is hoped that that a proposal acceptable to all parties will be made by the Q2 in 2024.

### Further education teachers in post primary schools

The Department has engaged with DFERHIS regarding the scope to use further education teachers at post primary level.

### Further actions to encourage retired teachers to substitute

The Department is planning a renewal of a communications campaign to encourage retired teachers to substitute in early 2024.

### Review Teacher Sharing Scheme

Teacher Supply are arranging meetings in early 2024 with various stakeholders to discuss the potential benefits for more teacher sharing schemes between schools.

### Issue teacher allocations to schools early in 2024

The Department intends to issue teacher allocations for 2024/25 school year as early as possible in 2024

## **4. Response to the Ukraine crisis**

The Group was informed that approximately 18,000 Ukrainian students are enrolled in Irish schools.

Over 1,000 additional EAL and SET posts were allocated to schools for Ukrainian students.

The Group was informed that 140 Ukrainian teachers have registered with the Teaching Council, 12 in primary, 127 in post-primary and 1 in special education.

#### **5. AOB**

None.

#### **6. Next meeting**

TBC

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**Teacher Supply Secretariat**  
**January 2024**