Department of Education
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AN ROINN Oideachais
MÁNNYSTRIE O Lear

2 Márta 2010

Teachtaireacht chuig gach ball d'foireann na hearnála oideachais ón Aire Oideachais Caitríona Ruane

Mar is eol duit, thug mé comhairle don Tionól ar 1ú Nollaig 2009 go gcuirfinn socruithe idirthréimhseacha rialachais agus bainistithe i bhfeidhm le haghaidh na hearnála oideachais sa tréimhse roimh bhunú an Údaráis um Oideachas agus Scileanna (ESA).

Mar chuid de na socruithe seo, d'aontaigh mé ar Phlean Soláthair Choinbhéirseachta, a chuideodh le fócas níos dírí a sholáthar ar na gníomhaíochtaí coinbhéirseachta sin ba chóir a thabhairt chun tosaigh roimh bhunú an ESA. Tá sé ríthábhachtach go ndéantar é seo. Beidh an staid airgeadais ina mbeidh an tseirbhís oideachais ag feidhmiú an-dúshlánach sa bhliain airgeadais 2010/11 agus ina dhiaidh. I gcomhthéacs na staide airgeadais seo, tá sé fíor-thábhachtach go dtugtar cosaint do sheirbhísí sa seomra ranga agus do sheirbhísí túslíne a oiread agus is féidir.

Creidim go dtairgeann an Plean Soláthair Choinbhéirseachta bealach chun tosaigh atá dúshlánach, ach indéanta, don obair atá romhainn. Cuideoidh feidhmiú an Phlean le macasamhlú a bhaint, le bainistíocht agus riarachán a chuíchóiriú agus le héifeachtúlachtaí níos fearr a

2 March 2010

Message to all Education Sector staff from the Education Minister Caitríona Ruane

As you know, on 1 December 2009 I advised the Assembly that I would put transitional governance and management arrangements in place for the education sector for the period until the Executive's objective of an Education and Skills Authority (ESA) is delivered.

As part of these arrangements, I have now agreed the Convergence Delivery Plan to help bring a much stronger focus on those convergence activities which should be taken forward before ESA is established. There is an imperative for us all to do so. The financial situation in which the education service will be operating in 2010/11 and beyond will be very challenging.. In the context of this financial reality, it is essential that we ensure that the classroom and frontline services are protected as much as possible.

I believe the Convergence Delivery Plan offers a challenging but feasible road map for the work ahead. The implementation of the Plan will help to remove duplication, streamline management and administration and create greater efficiencies. It will help to

chruthú. Cuideoidh sé le hinathraitheacht i soláthar seirbhísí a laghdú, le caighdeáin a ardú, agus le comhionannas a chur chun cinn. Déanfaidh sé ranníocaíocht thábhachtach do choigiltí de £13 milliún a sholáthar an bhliain seo chugainn sa mhaorlathas amháin. Cuimsíonn na heochairghnéithe den phlean seo:

reduce variability of service delivery, raise standards and promote equality. It will also make an important contribution towards delivering the £13 million savings expected next year in bureaucracy alone. The key elements of this plan include:

- Comhsheirbhísí tacaíochta a fheidhmiú fud fad na n-eagraíochtaí go léir, ní amháin san Airgeadas, sna Daonacmhainní, agus sa Teicneolaíocht Faisnéise agus Cumarsáide, ach sna mórsheirbhísí tacaíochta oideachais, lena n-áirítear, mar shampla, síceolaíocht oideachasúil agus tacaíocht churaclaim.

- Implementing shared support services across all organisations, including not only Finance, HR, ICT but also the major educational support services including for example, educational psychology and curriculum support.

- Struchtúir bhainistíochta sinsearaí a chuíchoiriú le tacaíocht a thabhairt do sheirbhísí réigiúnaithe.

- Rationalisation of senior management structures to support regionalised services.

- Cur chuige comhsheasmhach a chinntiú chun eochairpholasaithe a fheidhmiú, lena n-áirítear Gach Scoil ina Scoil Mhaith, an Creat Teidlíochta agus Pleanáil Bunaithe sa Cheantar, Aistriú 2010 agus an tAthbhreithniú ar an Ghaeloideachas.

- Ensuring a uniform approach to implementing key policies including Every School a Good School, the Entitlement Framework, Area Based Planning, Transfer 2010 and the Review of Irish medium education.

Soláthraíodh an Plean Soláthair Choinbhéirseachta do na heagraíochtaí oideachais agus foilsíodh é ar shuíomh Gréasáin na Roinne. Tá sé dosheachanta go mbeidh impleachtaí ag an phlean ar struchtúir agus soláthar foirne i d'eagraíochtaí. Leanfaidh an fhoireann sin sa Roinn Oideachais atá ag obair i bhfeidhmeanna a aistreofar chuig an ESA de bheith ag soláthar na bhfeidhmeanna seo thar ceann na Roinne Oideachais agus fanfaidh siad laistigh d'fhoirne agus de stiúrthóireachtaí na Roinne Oideachais. Cuideoidh siad le coinbhéirseacht de réir mar is cuí.

The Convergence Delivery Plan has been issued to the education organisations and has been published on the Department's website. The plan will inevitably have implications for structures and staffing in your organisations. Staff in the Department of Education working on functions which are due to transfer to ESA will continue to deliver these functions on behalf of DE and will remain within DE teams and directorates. They will input to convergence as appropriate.

Shann mé do Gavin Boyd, mar Oifigeach Cuntasaíochta breise na Roinne, ról

I have tasked Gavin Boyd, as the additional Accounting Officer of the

straitéiseach maoirseachta a ghlacadh i bhfeidhmiú an phróisis choinbhéirseachta, agus thug sé agus John McGrath, Leas-Rúnaí leis an Roinn, faisnéis do gach eagraíocht agus ceardchumann.

Department, to undertake a strategic oversight role in the implementation of the convergence process and he and John McGrath, Deputy Secretary in the Department, have briefed all the organisations and unions.

Léiríonn na brúnna atá romhainn an tábhacht mhór ag baint le seirbhísí níos cuíchóirithe níos éifeachtaí a sholáthar agus muid ag cinntiú leanúnachas na seirbhísí do scoileanna agus do pháistí ag an am céanna. Tá mé muiníneach go leanfaidh gach ball den fhoireann de chomhoibriú go hiomlán le hiad seo a bhaint amach.

The pressures we face underline the great importance of delivering more streamlined efficient services while ensuring at the same time, continuity of services to schools and children. I am confident every member of staff will continue to co-operate fully in achieving these.

Glacaim leis gur am imní é seo do chuid mhór acu agus beidh sé tábhachtach go bhfaighidh an fhoireann an oiread eolais a bhfuil ábharthach dóibh agus is féidir. Soláthrófar sonraí breise sna seachtainí atá le teacht ionas gur féidir linn obair le chéile chun riarachán an oideachais a fheabhsú ar mhaithe liom gach duine.

I appreciate this has been a time of concern for many and it will be important that staff receive as much information relevant to them as possible. Further details will be provided in the coming weeks so we can work together towards improving the administration of education for the benefit of all.

Caitríona Ruane

CAITRÍONA RUANE MLA