



ICMTA Ethics Support Criteria V1.1

1. Notes

Complainee = person who has been complained about

Complainant = Person lodging the Complaint

2. Who pays and for ICMTA Ethics Support when a complaint is made?

Ethics Support is an ICMTA member benefit for both individual members and organisational members (schools). There are two scenarios –

- Someone complains directly to ICMTA about one of our current Individual members.
- An Organisational Member asks for our help in relation to a complaint they have received about one of their teachers.
- An Organisational Member asks for our help in relation to a complaint made against them as a school.

3. How much Ethics Support does your ICMTA annual fee entitle you to?

Individual members

As an Individual Member, ICMTA offers up to 15 person-hours of Ethics Support for each ethical issue that the Individual Member brings per year. This could be either support as a complainant or complainee.

Organisational members

As an Organisational Member, ICMTA offers 20 person-hours of Ethics Support for each ethical issue that the Organisational Member brings per year. This could be either support as a complainant or complainee.

N.B. A person-hour= total number of hours x ICMTA people involved in the conversation. Five hours of 1:1 advice would be 5 person-hours and 5 hours of discussion in a Circle with say 4 people present, would be 20 person-hours.

4. What is ICMTA hourly rate beyond free support for Members?

Beyond ICMTA free Ethics Support, ICMTA can offer a paid-for service at the cost of €70 / person hour. (Members in economic hardship can employ the ICMTA Policy on Economic Hardship & Differences (available in the Member's Section of www.icmta.com) if needed).

5. What if an Individual / Organisational Members membership has lapsed?

If an Individual / Organisational membership has lapsed, ICMTA offers a maximum window of 6 months (from lapsed membership date) for the Member to renew their membership. If a lapsed Member requires ICMTA Ethics Support within this 6 month window, ICMTA allows 1 month for the Member to renew membership from the date of a Grievance Procedure being triggered (Renewed membership will start from the date that their previous membership lapsed). The Member would then be eligible for members Ethics Support as detailed above.

If the Individual / Organisational Member decline to renew and continue on a lapsed membership status they have the option of paying the non-member rate for Ethics Support.

6. Can non-members receive Ethics Support from ICMTA?

Where resources allow, we are happy to offer Ethics Support to non-members at the cost of €100 / person hour.

7. What if ICMTA receives a complaint about a lapsed ICMTA Member?

If ICMTA receive a complaint about a lapsed Individual / Organisational member within a time frame of 6 months from lapsed date, the member will be contacted by ICMTA. They will be informed of the complaint, explained the ICMTA Grievance Procedure and the support it offers to them, and given 4 weeks to renew their ICMTA membership. Renewing would allow them full member Ethics Support as detailed above.

If they decline to renew, ICMTA will inform the complainant that the teacher is no longer an ICMTA member and ICMTA Administrator will be keeping a record of the lapsed member so should they apply to re-join ICMTA at a future date the complaint would be reopened.

N. B. ICMTA Administrator needs to keep a spreadsheet of any such complaints to cross-reference when accepting a new membership or membership renewal.

8. What if a lapsed complainee Member wishes to re-join ICMTA?

ICMTA Administrator will keep a record of any lapsed Individual / Organisational members about whom ICMTA have received a complaint. Should they want to re-join ICMTA at a future date we would reopen the complaint and decisions will be made on a case-by-case basis.