

**IRISH FEDERATION OF UNIVERSITY TEACHERS**  
**RESOLUTIONS & REMITTED MOTION OF 2008 ADC**  
**POLICY**

**(1) PENSIONS & CONTRACT RESEARCHERS**

This ADC resolves that it shall be the policy of IFUT that the deplorable situation whereby pensions have not been paid to Contract Researchers (in contravention of the EU Directive on Fixed-Term Work and the 2003 Act) should be immediately rectified without further delay by the IUA, the HEA and the Department of Finance and that full retrospection should be paid. The ADC also resolves that pension tax credits lost to Researchers due to delays from the above public bodies should be restored to them under Dáil legislation.

**(2) PAY OF RESEARCHERS**

This ADC resolves that IFUT shall endeavour to ensure that all Researchers are paid according to incremental salary scales and are afforded due and proper increases under National Pay Agreements. It is further resolved that Researchers be included in IFUT submissions to any National Pay Talks.

**(3) CONTRACT RESEARCHERS – FUNDING FOR REPLACEMENT PERSONNEL**

This ADC resolves that it shall be IFUT policy to seek that funding be made available to provide replacement personnel or contract extension for Contract Researchers on maternity leave/adoptive/parental leave.

**(4) COMPLIANCE WITH NATIONAL LABOUR LAW**

This ADC resolves that IFUT should seek agreement in the National Pay Talks that grant funding bodies such as SFI and IRCSET be obligated to ensure that public bodies administrating salaries are in compliance with national labour law, in particular the Protection of Worker Fixed-Term Act and the Protection of Worker Part-Time Act, the Redundancy Acts and the Maternity Pay Acts.

**(5) UNITY OF TEACHER UNIONS**

This ADC warmly welcomes the recent moves to build and develop co-operation and unity of purpose by the four teacher trade unions ASTI, IFUT, INTO and TUI.

The ADC confirms the decision taken by IFUT Council at its 8 December 2007 meeting to endorse the terms of the Discussion Document on Proposals for a Federated Union (see attached).

**(6) ACADEMIC FREEDOM, RESEARCH & WORKLOAD MODELS**

This ADC notes with alarm the growing threat to Academic Freedom represented by the new culture of managerialism which seeks to direct and control every aspect of the working life of academics, including their research activity.

The ADC reasserts the central importance of academic autonomy and the pursuit of knowledge wherever it leads.

In this context, the ADC notes with approval the efforts of our colleagues in the ASA in Trinity College Dublin in drafting an important document which clearly sets out the issues which are fundamental for IFUT in dealing with the topics of research, workload models and academic freedom.

This ADC commits IFUT to bringing this document to finality and to seeking its endorsement by as wide a spectrum of stakeholders in higher education as is practical.

**(7) POST BENCHMARKING/T2016 MARK 2 PAY TALKS STRATEGY**

This ADC notes with great disappointment the failure the Benchmarking Report to recommend any pay increase to academics despite the provision by IFUT of a submission setting out a very impressive case based on productivity and relativities.

The ADC confirms that IFUT members are not prepared to continue giving productivity concessions which are not paid for.

Therefore, we assert that our strategy in the forthcoming T2016 Pay Negotiations will be based on the

following principles:

- (a) We will insist on the right to sectoral level productivity bargaining.
- (b) If this is not conceded we will campaign vigorously against any National Pay Agreement.
- (c) If such an Agreement is put in place despite our campaign, we reserve the right to take unilateral action in defence of our members' interests.

**(8) DELAYS IN PAYMENTS OF NATIONAL PAY AWARDS**

IFUT demands that National Pay Awards are promptly implemented and not unduly delayed by intermediate bodies such as the HEA

**(9) DISCREPANCIES ARISING FROM BENCHMARKING**

IFUT deplores the large discrepancy that has arisen in Lecturer scales with respect to Professorial and other scales as a result of Benchmarking and calls on IFUT to seriously address this issue

**(10) CHANGES TO UNIVERSITY STATUTES**

IFUT is requested to closely monitor changes proposed by the Universities to statutes relating to Departments and individual Lecturers and Professors, and to exercise due vigilance that existing rights are not eroded.

**(11) PROMOTION TO CAREER GRADES SUCH AS SENIOR LECTURER**

That this ADC demands that promotion to career grades such as Senior Lecturer should be based on the objective evaluation of the candidate's record against clear benchmarks, without reference to annual quotas, and without competition between candidates, or ranking of the candidates.

**(12) GENDER BALANCE**

That IFUT will put the necessary procedures in place to guarantee gender balance in the Executive committee, Council and other management structures within the union.

**(13) CAREER BREAKS, JOB SHARING, UNPAID LEAVE ETC.**

This ADC resolves that IFUT will endeavour to ensure that all academics are afforded an opportunity to avail of career breaks, job sharing, unpaid leave of absence and other flexi-time working arrangements in their places of employment so as to support academic staff in reconciling work and family life.

**(14) PENSIONERS & FUTURE PAY INCREASES**

This ADC resolves that IFUT will endeavour to ensure that any future pay increases that may be awarded under National Pay Agreements will continue to be paid to pensioners. IFUT rejects the notion that pay increases that are subject to increased productivity on the part of current workers in the HE sector are not applicable to pensioners due to the fact that they are retired from the workforce.

**(15) OVERHEAD COSTS ASSOCIATED WITH RESEARCH**

This ADC resolves that it shall be IFUT policy that full overhead costs associated with the execution of any research carried out by academics on behalf of the State, industry or other private body will be borne by the research clients.

**(16) HIGHER EDUCATION**

This ADC proposes to that at least one meeting of Council held annually will concern itself with the discussion of professional, non-trade union related matters concerning higher education.

**(17) PROMOTIONS IN ROYAL IRISH ACADEMY**

This Annual Delegate Conference of IFUT finds entirely unacceptable a document received yesterday, 18<sup>th</sup> April 2008, from the Executive Secretary of the Royal Irish Academy, explicitly ruling out promotion for that institution's staff "whether based on service or performance".

The ADC commits IFUT to redouble its efforts to get this reprehensible "zero promotions" policy reversed, and also

calls upon those IFUT members who are involved in the governance of the Academy, while themselves being employed elsewhere or retired, to play their full parts individually in getting the policy corrected forthwith.