

Irish Federation of University Teachers

*ANNUAL REPORT*  
*2008/2009*

Cónaidhm Éireannach na Múinteoirí Ollscoile

## GENERAL INTRODUCTION

Those of us who follow sports are very familiar with the phrase 'it was a game of two halves'. Furthermore, we fully appreciate that the two 'halves' are not necessarily to be taken as equal in duration. So it is with the period reviewed in this report.

Reading the first two sections of the Remuneration/Pay Agreements chapter (those dealing with the 'T2016' renegotiation and the O'Brien Increases) one has an almost eerie sense that this is a despatch from a bygone, antebellum era.

It is hard to imagine that the Executive was regarded as being 'courageous' when recommending acceptance of a pay deal worth six per cent. In pursuing the non-payment to certain of our members of the O'Brien Awards, it is only with a rapid head shake that we can focus on the prospect that by July of this year there may be a new negative O'Brien Report. 'Reverse Benchmarking' they are already calling it.

The purpose of this report is not to analyse the Irish economy and the temptation must certainly be resisted to comment on the politics of where we are now. But it is almost impossible to believe that only last July we thought we were being harshly treated when the Minister for Finance made a confused and confusing announcement regarding the non-payment of the second and third portions of the O'Brien Awards and that all through the month of July and then again in September and October we grappled with the national process of negotiating fair increases (remember them?) under the second phase of 'T2016'.

In January 2009 IBEC and the CIF basically walked away from Social Partnership and the challenge of finding an agreed amendment to 'T2016' which would reflect the changed realities. Early in the morning of 3 February the Government effectively did the same thing.

At 1.20 am the Department of Finance produced a one-page, crude outline of a Public Service Pension Levy which had to be agreed by the time of a Cabinet meeting scheduled for 10.30 am the same day. Just in case that task was not impossible enough, the officials ensured the certainty of collapse by being unable to provide answers to even the most obvious, rudimentary queries.

Following the inevitable collapse of these talks the Government imposed the levy and then unilaterally cancelled the agreed increases negotiated only a matter of weeks earlier.

The Public Sector Pension Levy caused huge anger across the entire sector, not least because it totally ignored the reality of Public Sector Pay Determination (notably the fact that our salaries had already been marked down by a considerable percentage due to our 'generous pensions', and also the fact that many who had continued to work in and for the Public Service during the height of the boom often had to suffer the taunts of those who were enjoying soaring salaries in the Private Sector).

However, a well planned and thoroughly executed programme, sustained over recent months and years, meant that the public had been well conditioned to believe that all of us who work in the Public Sector are 'pampered and spoiled'. Thus, the anger at the levy was, probably more so in IFUT than in most other unions, tempered with a combination of fatalism and even a sense of obligation to selflessly and responsibly agree to take a hit 'in the national interest'.

These factors made it unlikely that IFUT members would, as demanded in some quarters, vote for industrial action on the issue of the Pension Levy alone. However, the Executive and Council were acutely aware of the strong demands being placed upon us by

- (a) the need to maintain solidarity and unity with our teacher union colleagues; and
- (b) the imperative of putting it up to the other Social Partners, especially the Government, that, after over twenty years, now of all times was not the time to walk away from the National Partnership model.

Thus, the challenge was taken up – and it was a big challenge given the nature of our organisation – to seek a mandate for industrial action. Despite the tight timeframe which we were forced to work within and other practical difficulties and problems, we did register an historic vote in favour of action. The details of the vote are as follows:

Ballots issued:	1,898
Ballots returned:	737
In favour:	499 (67.7%)
Against:	237 (32.3%)
Spoiled:	1

This vote, and the ICTU demands which it was in support of, did succeed in bringing the Government and IBEC back to the negotiating table. At the time of writing these talks stand adjourned.

This report was written just after the Supplementary Budget which more than lived up to its prior billing as the most severe in living memory.

Our members face a huge assault on the personal standards of living and the education sector, especially the higher education sector, is being hit with almost unconscionable reductions in its already inadequate budget. This, combined with the recently announced ban on recruitment and promotions, seems to guarantee that the year ahead will be one of difficulty and struggle for our members. IFUT's strength and resolve will be needed more than ever. Building on what we have already achieved, we have good reason to believe that we are up to this task.

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## I. REMUNERATION/PAY AGREEMENTS

### 1. Towards 2016

Following several months of stop start negotiations the second phase of the agreement 'Towards 2016' was finally agreed by the Social Partners in October 2008. Obviously, as outlined elsewhere in this report, this agreement has now been superseded by events. However, it is worthy to note that the main elements of the agreement were as follows (in the public sector):

- 11 Month Pay Pause
- 3.5% increase w.e.f. 1 September 2009
- 2.5% increase w.e.f. 1 June 2010

IFUT members voted to endorse the agreement (following a recommendation to do so from the Executive) and the details of the vote were as follows:

Ballot Papers Issued	1,785
For the agreement	434
Against	16
Spoiled	1

### 2. O'Brien Review Body Report

The O'Brien Review Body awarded an increase of 5.5% to university Professors, 5% payable w.e.f. 17 September 2007 and the balance payable in two equal shares in September 2008 and March 2009.

The O'Brien Report made reference to certain unauthorised payments made to certain university Presidents and this reference appears to have triggered a totally unjustified delay in implementation of the pay award to Professors.

In July 2008 the Minister for Finance announced an embargo on the payment of the portion of the awards due in September 2008 and March 2009. No one in either the HEA or the Department of Education was able to answer IFUT's urgent queries as to whether this announcement would affect the 17 September 2007 award which had still not been paid to Professors.

This level of confusion has continued to characterise the Management's handling of this entire affair. When IFUT referred the issue to the LRC sanction was apparently given to each university in turn to pay the full 5.5% backdated to September 2007. However, it then emerged that no payment was being sanctioned for Professors who had **ever** received allowances which the Department had not explicitly sanctioned – regardless of the amount of and the clear justification for the allowances concerned.

The issue has since been resolved to the satisfaction of IFUT members in NUIG and NUIM and local discussions are scheduled in UCC. The issue remains unresolved in TCD and UCD and it's scheduled to be heard in the LRC shortly.

### 3. Salary Claim for President of St Catherine's College of Education for Home Economics

Following further negotiations a satisfactory agreement was reached with the Department of Education on an implementation date for payment of this Labour Court Recommendation. The matter is now fully resolved and closed.

### 4. Implementation of Benchmarking Award to Senior Experimental Officer (TCD) and Chief Technical Officer (UCD)

These were the only awards made to IFUT members in the Second Benchmarking Report. The award was 1%. The payment of this increase has been held up in the dispute regarding the non-implementation of the 'T2016' agreement.

## II. CONDITIONS OF EMPLOYMENT

### 1. Closure of St Catherine's College of Education for Home Economics

As reported comprehensively in the last Annual Report, the closure of this college and the inept and callous handling of this closure by the Department of Education was a cause of huge difficulty for us.

After an enormous amount of diligent work by IFUT, satisfaction has now been achieved in the remaining disputes which were unresolved at the time of closure. The details are as follows:

- (a) Fixed-Term Staff** Payment of equal severance payments to fixed-term staff. This claim was upheld by the Rights Commissioner in August 2008. However the Department of Education, through the Chief State Solicitor's Office appealed the decision to the Labour Court. On 10 December 2008 the Labour Court in a binding Determination, once again found in favour of IFUT's claim and also awarded additional compensation of €2,500 each to our two members involved. Despite numerous representations from IFUT this binding award has still not been paid out. It is almost twenty months since St Catherine's College closed.
- (b) Redeployed Staff** IFUT pursued a claim on behalf of redeployed staff in recognition of their relocation expenses, losses of earnings etc. The Department resisted this claim at all stages. Finally on 24 October 2008 the Labour Court recommended payment of €3,000 to all claimants which has since been paid in full.
- (c) Retired Staff** Four members were forced into so-called 'voluntary' retirement despite the fact that they had never been given

realistic redeployment options. Once again the Department totally rejected all claims for an enhancement of their VER package. However, once again we were successful in the Labour Court and a Recommendation was issued on 25 August 2008 which identified the “level of inadequacy” in the Department’s handling of this case and awarded each of the claimants an additional payment of €15,000.

## **2. Contract Researcher Tyndall National Institute, UCC**

This claim, which was for full membership of the College’s Defined Benefit Pension Scheme, was originally heard by a Rights Commissioner in December 2007. It took almost six months for a decision to be issued which, on highly disputable grounds, found against our claim. We immediately initiated an appeal to the Labour Court. However, before the appeal was heard the university conceded our original claim and the appeal was withdrawn.

## **3. Contract Researcher NUIM**

We claimed the right to a Contract of Indefinite Duration (CID) for a contract worker who had aggregate service of five years. The university claimed that the fact that the project on which the employee was engaged was externally funded constituted “objective grounds” under the law for denying a CID. A Rights Commissioner investigated the issue on 16 July 2008 and found comprehensively in favour of IFUT and totally rejected NUIM’s position. An award of €5,000 compensation was also made. NUIM appealed the decision to the Labour Court and, a month before the expiry date of the contract, issued notice of compulsory redundancy to our member. As this was a clear breach of the embargo on compulsory redundancies in the public sector we referred this issue as a breach of ‘T2016’ to the National Implementation Body through the good offices of the ICTU. We also conducted a strike ballot of our members in NUIM.

As a result of all of the above NUIM agreed to keep our member on the payroll until the issue was determined by the Labour Court.

A Labour Court Hearing was held on 16 October 2008 at which Solicitors and Barristers acting on behalf of NUIM made the extraordinary claim that the person in question was never an employee of the university. Given the extraordinary and exceptional nature of this assertion the Court adjourned until 16 December 2008.

Before the Labour Court issued its Determination NUIM, in clear breach of the commitments it had explicitly given to IFUT and to the Labour Court, compulsorily removed our

member from the payroll and also changed the locks on her office door while she was out at lunch one day.

IFUT sought a High Court Injunction to overturn this high-handed decision. Regrettably the High Court refused to grant the Injunction.

Subsequently the Labour Court issued its Determination. It rejected NUIM’s assertion that our member was not an employee. It upheld our claim that NUIM had breached Section 8 of the 2003 Act. It did not offer any counter arguments to the Rights Commissioner’s well argued decision, but, incredibly, it still refused to make an order for a CID and made an order of compensation for only €2,000.

Although our legal advice is that a High Court challenge to the Determination could be a lengthy and financially risky affair, there is no doubt that the Labour Court Decision is not only bizarre, it is intolerable from a precedent and loss of legal rights point of view. Accordingly we requested the assistance of the ICTU in seeking to deal with this issue.

In the meantime, from sheer financial necessity, our member is accepting redundancy compensation from NUIM.

NUIM, continuing to discriminate, has refused to honour its original offer of equal redundancy payments as applies to a permanent employee.

This issue is now going back to the Rights Commissioner Service.

## **4. Promotion to Associate Professor, UCD (i)**

In a highly significant case where UCD had refused to accept the verdict of its own Appeals Body the Labour Court upheld IFUT’s claim that the member had to be promoted. This has since been implemented.

## **5. Promotion to Associate Professor, UCD (ii)**

A very similar and long running case was also taken to the Labour Court. Regrettably, due to a technical deficiency in the legislation setting up the Labour Court, they were unable to issue a Recommendation because the employee in question was by then retired. The Labour Court’s suggestion of resolving the issue by the use of an ad hoc procedure was also not accepted by UCD. In the circumstances IFUT has initiated legal proceedings for a Judicial Review in this case.

## **6. Promotion to Associate Professor, NUIM**

This was a complicated case which involved unacceptable procedural practices and natural justice failures by the university. The issue was referred to a Rights Commissioner who upheld our claim and awarded exemplary compensation of

€4,000.

#### **7. Dispute Arising from Promotions, SPCD**

We are currently pursuing a case to the Equality Tribunal on behalf of three members in SPCD. Our case is that the three were unreasonably and unfairly denied promotion and were discriminated against on the basis of their age.

#### **8. Royal Irish Academy Promotions**

The total lack of any opportunities for promotions in the RIA has been in dispute for many years. Management's handling of the issue has been characterised by an almost unbelievable amount of procrastination and delaying tactics. This shows a deep lack of respect for the employees. The issue is scheduled to be heard in the Labour Court shortly.

#### **9. Quota-Free Promotion System, NUIM**

This long running dispute appears to have been resolved to our members' satisfaction and a formula of words expressing this has been agreed. However, we are still somewhat anxious regarding the possibility of actual implementation being frustrated by current external developments.

#### **10. Attempted Displacement, UCD**

We have pursued a case on behalf of a senior member in UCD who literally read an advertisement effectively for her own job in the Irish Times. We took the case to a Rights Commissioner who recommended a Mediation Process which was ongoing at the time of writing this report. In the meantime we have blocked the university from proceeding with the disputed appointment.

#### **11. College Language Teachers, UCC**

We have been experiencing some difficulties in finalising implementation of our agreement in this area which resolved a long running dispute.

#### **12. Ex-Carysfort Pensions, TCD & NUIM**

This issue has now been handed over to our legal advisers.

#### **13. Workload Models/Academic Freedom, TCD**

In a highly significant Recommendation the Labour Court advised TCD to expunge the disciplinary warning from the employment record of an IFUT member who had been victimised because he had resisted attempts to introduce new obligations on academics regarding research. These were (a) in breach of the IFUT/TCD Agreement; and (b) had serious implications for academic freedom. The Labour Court also recommended to TCD to engage with us to agree on a protocol to govern matters relating to this issue.

#### **14. Payment of PhD Fees, TCD**

The issue of the refusal by TCD to pay PhD Fees for staff studying in UCD has been referred to the Labour Court.

#### **15. Library Staff UCC, TCD & NUIM**

A number of issues of concern to members in these libraries were pursued during the year.

#### **16. Church of Ireland Theological College**

Following a change of Management and a restructuring of the Degree Programmes in this institute, IFUT negotiated a satisfactory Voluntary Redundancy package for our members.

#### **17. Redundancy, RCSI**

IFUT is resisting the compulsory redundancy of one of our members in RCSI. The issue has been referred to a Rights Commissioner under the Unfair Dismissals Act.

#### **18. Individual Cases**

Numerous other cases involving one individual were taken up in TCD (2), UCC, MITP, DIAS, RCSI, UCD, MICL, SPCD, NUIG and NUIM.

### **III. GENERAL CONTACTS**

#### **1. Teacher Unions**

We continue to have a very close positive working relationship with ASTI, INTO and TUI. Indeed, there has been numerous meetings of the General Secretaries and the Presidents of all four unions on topics of mutual concern. Most recently we have worked closely with our teacher union colleagues in response to the Government cutbacks in education and other objectionable economic measures.

We also maintain good fraternal relations with the UCU and UTU in Northern Ireland.

#### **2. Irish Congress of Trade Unions**

**2.1 Public Services Committee** The General Secretary is a member of the Public Services Committee of Congress and as such has played a full part in negotiations on 'T2016' and the recent economic crisis.

**2.2 Other ICTU Committees** IFUT is represented on the following committees:

- Health & Safety Advisory Committee – Mike McKillen, TCD
- Retired Workers' Committee – Colum Ó Cléirigh, SPCD
- Solidarity Committee – Iain Atack, TCD

#### **3. Trades Councils**

Our representatives on Trades Councils are as follows:

**Dublin Council of Trade Unions** - Hugh Gibbons, TCD

**Cork Council of Trade Unions** – Michael Delargey, UCC

**Galway Council of Trade Unions** – Liam Carroll, NUIG

**Kildare Council of Trade Unions** – Rose Malone, NUIM

**Limerick Council of Trade Unions** – Tony O’Grady, MICL

#### **4. International Work**

IFUT continues to be an influential member of the various international bodies to which we are affiliated including Education International (EI) and its Pan European Structure (EIPES), the European Trade Union Committee for Education (ETUCE), the Higher Education and Research Standing Committee (HERSC) and the British and Irish Group of Teacher Unions (BIGTU).

#### **5. TUAC**

The General Secretary also represents IFUT on the OECD Trade Union Advisory Committee (TUAC) on Education.

#### **6. Standing Committee of Heads of Education & Teacher Unions**

Our representative on this is Marie Clarke, UCD.

#### **7. SCOTENS**

Philomena Donnelly, SPCD is the nominee of IFUT on this body.

### **IV. EDUCATION & RESEARCH**

#### **1. European Quality Assurance Register for Higher Education (EQAR)**

Daire Keogh, SPCD continues as the EI nominee on this important body.

#### **2. European Sectoral Social Dialogue in Education**

Progress has been made at European level in getting the management side to set up an international equivalent to ETUCE on the trade union side. This will help the process of putting in place a formal framework for social dialogue.

#### **3. ESPVG**

The General Secretary duly became a member of the ESPVG on the retirement of Jim Dorney of the TUI.

#### **4. Bologna Process**

There is no doubt but that this process seems to have lost momentum in recent years. It is still vital for us to monitor all developments very closely for

their impact on Irish higher education.

#### **5. National Council for Curriculum and Assessment**

IFUT has nominated Rose Malone and Michael Delargey for places on this Council.

We have recently been advised that Michael Delargey has been duly nominated by the Minister for Education.

#### **6. Meetings with the HEA**

Two senior level meetings between the HEA and IFUT took place. These meetings were, in the main, useful and informative. However, IFUT expressed its major concerns about the lack of HEA monitoring of the Framework for Departures from Approved Levels of Remuneration in Universities. These unregulated, secret pay deals have done great damage to staff morale and to the public image of our universities. After several months of prevarication the HEA also finally dropped its refusal under Freedom of Information to divulge the full list of exceptional salaries approved under the framework. The HEA has undertaken to give us a full reply to all of our written queries on the working of the scheme when they get a reply from the universities through the IUA.

### **V. ORGANISATION & COMMUNICATIONS**

#### **1. Membership**

The total membership of IFUT is 1,935 compared to 1,758 last year. The breakdown of this is as follows (last year’s figures are in brackets): 1,519 (1,416) on higher rate of subscription, 80 (36) on lower, 33 (16) on leave of absence and 303 (289) retired, associate member 0 (1). Details of Branches are given in Appendix A.

This growth in membership is encouraging and reflects an increased priority which the Executive and Council has bestowed on this area in recent years. We have also engaged an outside Consultant to assist us with a direct approach to non-members.

#### **2. Executive and Trustees**

The Executive met nine times during the year.

The new IFUT structures which were ushered in by the Rule changes at last year’s ADC came into force. The expanded Executive now has the following members: Joe Brady, UCD; Hugh Gibbons, TCD; John Dunnion, UCD; Michael Delargey, UCC; Seán Tobin, NUIG; Rose Malone, NUIM; Daire Keogh, SPCD; Deirdre McMahon, MICL; Anthony Harvey, RIA and David McKeon, CICE.

Hugh Gibbons, TCD was also elected unopposed to the new post of Incoming President.

Hugh will take over from Joe Brady at the conclusion of the ADC and Joe will remain on the Executive as Outgoing President. A new Incoming President will be elected next year, halfway through Hugh's two-year term of office.

At a meeting of the Executive on 5 September 2008 Dr Daire Keogh of SPCD was unanimously elected to fill the post of Vice President-Finance which Hugh Gibbons had vacated upon his election to the post of Incoming President.

The Trustees elected at the 2008 ADC were Breandán Ó Cochláin, NUIG; Pat Burke, SPCD; and Maureen Killeavy, UCD.

### **3. Council**

The Council met four times during the year.

### **4. Report of the Equality Committee**

A Report from the Equality Committee will be circulated separately.

### **5. Media**

There has been a significant improvement in IFUT's visibility in the media in the past year. Despite clear evidence of hostility from one major media outlet we have managed to get our message out by responding to or initiating debate on topics of concern to our members.

### **6. IFUT Website**

This is well established even though we have ambitions for further enhancement e.g. an international page and a section devoted to researchers. The website has been a very effective means of disseminating information and messages not only to members but also to the wider public.

*Mike Jennings,  
General Secretary,  
21 April 2009*

## IFUT Initials

<b>APSCEH</b>	Association of Professional Staffs in Colleges of Education & Humanities
<b>CB</b>	Central Branch
<b>CICE</b>	Church of Ireland College of Education, Rathmines, Dublin
<b>CITC</b>	Church of Ireland Theological College
<b>DDH</b>	Dublin Dental Hospital
<b>DIAS</b>	Dublin Institute for Advanced Studies
<b>HRB</b>	Health Research Board
<b>MDIE</b>	Mater Dei Institute of Education
<b>MICL</b>	Mary Immaculate College, Limerick
<b>MITP</b>	Milltown Institute of Theology & Philosophy
<b>NUIG</b>	National University of Ireland, Galway
<b>NUIM</b>	National University of Ireland, Maynooth
<b>RCSI</b>	Royal College of Surgeons in Ireland
<b>RIA</b>	Royal Irish Academy
<b>ST A</b>	St Angela's College, Lough Gill, Sligo
<b>ST C</b>	St Catherine's College of Home Economics, Sion Hill, Dublin
<b>SPCD</b>	St Patrick's College, Drumcondra, Dublin
<b>SPM</b>	St Patrick's College, Maynooth (Pontifical)
<b>TCD</b>	Trinity College Dublin
<b>UCC</b>	University College Cork
<b>UCD</b>	University College Dublin

## APPENDIX A

### BRANCHES, BRANCH SECRETARIES & CENTRAL BRANCH CONVENORS 2008/09

(First figure in brackets, current membership; second figure, last year's.)

- 1 Trinity College Dublin (408/367) & Dublin Dental Hospital (14/14)**  
*Secretary* – Anthony McCashin, Social Studies  
*DDH Contact* - Frank Houston, Restorative Dentistry
- 2 University College Dublin (366/337)**  
*Secretary* - Marie Clarke, Education
- 3 University College Cork (394/337)**  
*Secretary* - Michael Delargey, Education
- 4 National University of Ireland, Galway (89/85)**  
*Secretary* – Gerard Jennings, Experimental Physics
- 5 National University of Ireland, Maynooth (231/204)**  
*Secretary* – Peter Murray, Sociology
- 6 Royal College of Surgeons in Ireland (67/66)**  
*Secretary* – Elizabeth Doyle, Student Affairs
- 7 St Patrick's College, Drumcondra (135/129)**  
*Secretary* – Joe Travers, Special Education
- 8 Church of Ireland College of Education (15/15)**  
*CICE Convenor* – Deirdre Ní Chonghaile, Irish
- 8 Mary Immaculate College, Limerick (145/137)**  
*Secretary* – Michael Finneran, Education
- 9 Central (85/67)**  
CHURCH OF IRELAND THEOLOGICAL COLLEGE (3/4)  
*Convenor* – Patrick Comerford, Spiritual Formation  
  
HEALTH RESEARCH BOARD (3/3)  
*Convenor* - Joan Byrne, Microbiology  
  
DUBLIN INSTITUTE FOR ADVANCED STUDIES (17/15)  
*Convenor (Senior Professors/Registrar Group)* - Fergus Kelly, Celtic Studies  
*Convenor (Non-Sen. Prof. Staff Group)* - Malachy McKenna, Celtic Studies  
  
MATER DEI INSTITUTE OF EDUCATION (18/10)  
*Convenor* - Brendan McDonnell, History  
  
ROYAL IRISH ACADEMY (20/17)  
*Convenor* - Anthony Harvey, Dictionary of Medieval Latin from Celtic Sources  
  
MILLTOWN INSTITUTE OF THEOLOGY & PHILOSOPHY (12/12)  
*Convenor* – Gesa Thiessen, Systematic Theology  
  
ST CATHERINE'S COLLEGE OF EDUCATION FOR HOME ECONOMICS - c/o Head Office (11/4)  
EX-CARYSFORT - c/o Head Office (1/1)  
ST ANGELA'S COLLEGE - c/o Head Office (0/1)

## APPENDIX B

### COUNCIL & EXECUTIVE 2008/09

\*(Executive: President and 8 Members)

#### BRANCH ENTITLEMENT

#### DEPARTMENT

##### **TCD 9/9**

Dónall A. MacDónaill  
\*Hugh Gibbons (Incoming Pres)  
Aidan Seery  
Pat Wall  
Liam Dowling  
Mícheál ó Siochrú  
Cormac Ó Cuilleanáin  
Anne-Marie Malone  
Eileen Drew

*Chemistry*  
*Computer Science*  
*Education*  
*Education*  
*Electronic & Electrical Engineering*  
*History*  
*Italian*  
*Nursing & Midwifery*  
*Statistics*

##### **UCD 7/8 + Pres**

Paddy O'Flynn  
\*John Dunnion  
Marie Clarke  
Donal Fitzsimons  
Maureen Killeavy  
\*Joe Brady (Pres)  
Russell Higgs  
Regina Joye

*Chemical Engineering*  
*Computer Science*  
*Education*  
*Education*  
*Education*  
*Geography*  
*Mathematics*  
*Nursing & Midwifery*

##### **UCC 8/8**

Michael Creed  
David Murphy  
\*Michael Delargey  
Jacinta McKeon  
Tom Andrews  
Michael Mansfield  
Bridget McAdam-O'Connell  
Sorcha Healy

*Civil & Environmental Engineering*  
*Computer Science*  
*Education*  
*Education*  
*Nursing & Midwifery*  
*Physics*  
*Sociology*  
*Tyndall National Institute*

##### **NUIG 3/4**

Breandán Ó Cochláin  
Gerard Jennings  
Mary Cawley (alternate)  
\*Seán Tobin

*Chemistry*  
*Experimental Physics*  
*Geography*  
*Mathematics*

##### **NUIM 7/7**

Joe Larragy  
Séamus Ó Cinnéide  
Anne Lodge  
\*Rose Malone  
Dennis Pringle  
Ann Buckley  
Yvonne Barnes-Holmes

*Applied Social Studies*  
*Applied Social Studies*  
*Education*  
*Education*  
*Geography*  
*Music*  
*Psychology*

##### **RCSI 0/3**

**MICL 4/6**

Michael Finneran  
Frank Flanagan  
Deirdre McMahon  
Patrick Connolly

*Education*  
*Education*  
*History*  
*Theology & Religious Studies*

**SPCD 6/6**

Therése Dooley  
David Millar  
Pat Burke  
\*Daire Keogh (VP-Fin)  
Colum Ó Cléirigh  
John O'Flynn (*alternate*)  
Joe Travers

*Education*  
*Educational Research Centre*  
*English*  
*History*  
*Music*  
*Music*  
*Special Education*

**CICE 2/2**

\*David McKeon  
Deirdre Ní Chonghaile

*Education*  
*Irish*

**CENTRAL 3/4**

\*Anthony Harvey  
Joan Byrne  
Gesa Elsbeth Thiessen

*DMLCS, RIA*  
*Microbiology, HRB-TCD*  
*Systematic Theology, MITP*

**NOTE**

In addition to the President ex officio, there were entitlements to 58 representative places, of which 47 were filled. Therefore, there were 47 people on Council out of a potential 58.

## APPENDIX C

### IFUT COMMITTEES & WORKING GROUPS 2008/09

#### ***Standing Committees***

##### *EQUALITY*

Marie Clarke ( <i>Convenor/Secretary</i> )	Education, UCD
Maureen Killeavy	Education, UCD
Nóirín Ní Nuadháin	Adult Education-English, SPCD
Anne Lodge	Education, NUIM
Anne Clune	English, TCD
Catherine Emerson	French, NUIG
Grace Neville	French, UCC
Angela Ryan	French, UCC
Joan Byrne	Microbiology, HRB
Colum Ó Cléirigh	Music, SPCD
Noreen Kearney	Social Studies, TCD

## APPENDIX D

### IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2008/09

Irish Congress of Trade Unions (ICTU)  
& its Councils of Trade Unions in Dublin, Cork, Limerick, Galway and Kildare

British and Irish Group of Teacher Unions (BIGTU)

IFUT-NIAC Liaison – (Nth Ireland Advisory Committee/University & College Union)

Education International (EI)  
& its EI Pan-European Structure (EIPES) \*  
& its Higher Education & Research Standing Committee (HERSC)  
European Trade Union Committee for Education (ETUCE) \*

People's College (ICTU)

National Women's Council of Ireland (NWCI)

Network for Education and Academic Rights (NEAR)

Society for Research into Higher Education (SRHE)

Irish Labour History Society (ILHS)

\* EIPES covers all of Europe, while ETUCE operates as an autonomous unit within this on the basis of EU-EFTA membership.