

IFUT
ANNUAL CONFERENCE
RESOLUTIONS
1968 – 2009

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1. EDUCATION & RESEARCH

1968

Structure of Higher Education

That this meeting resolve that, before taking firm decisions about the structure of higher education arising from the late Mr O'Malley's statement of 18 April 1967, the Minister for Education should, as Mr O'Malley gave an undertaking to the academic staff associations of both UCD and TCD that he would, state his intentions in such a way as to give the staffs of the various Irish colleges an opportunity to comment constructively upon them.

1974

Degree Courses for Primary Teachers

The Federation notes the current moves to provide degree courses for Primary Teachers and calls for wider debate on the educational issues involved.

1975

Maintenance of Academic Standards Within the University System

Noting that IFUT was not consulted in the past year when other third-level institutions entered into, or were proposed for, association with the universities, this meeting instructs the incoming Council of the Federation to press the governing authorities of the university colleges for immediate meaningful discussions to seek an assurance that concern for the maintenance of academic standards within the university system will not be overshadowed by political or administrative considerations.

Veterinary Medicine in Ireland

While conscious of the present very inadequate facilities for Veterinary Medicine in Ireland and of the need for urgent action in this as in other areas of higher education, IFUT nevertheless views with concern recent recently reported moves by the Minister for Agriculture to achieve a 'dé facto' merger of the Veterinary Faculties at UCD and TCD by means other than by open discussion of legislation following the publication of a White Paper.

1976

Internal Structures for the Universities

The Annual General Meeting congratulates Council for its work in developing agreed policies on appropriate internal structures for the universities. It urges Council to proceed with a similar analysis of the appropriate structures for those bodies engaged in the co-ordination of activities in third-level educational institutions.

Student Fees & Grants

That this AGM reaffirms the general principles expressed in IFUT previous policy statements on student fees and grants but recognises that recent economic developments necessitate a fundamental re-examination of the issues involved. Accordingly, this AGM instructs the incoming Council to draw up a detailed and realistic policy on student fees and grants and to make direct representations to the appropriate authorities, including the Minister for Education, once such a policy has been developed.

1978

Legislation on University Structure and Other Matters

That the AGM of IFUT deplores the continuing failure of the Minister for Education to meet and consult with the elected representatives of university staff about the long overdue legislation on university structure and other matters.

1981

Education Cuts

The Annual Conference of IFUT notes with grave disquiet the current round of cuts in the UK educational sector, more especially the Universities; voices concern at the short-term and long-term implications for UK education; expresses solidarity with our UK colleagues thus threatened, with their families, as well as with the many post-graduate students whose career prospects are seriously affected; deplores Government disregard for the tradition of academic tenure, even when embodied in contracts, and this short-sighted and philistine attitude towards the Universities and their role in the UK's future; and advocates a fundamental reappraisal of Government attitudes toward UK university education.

University Values

The Annual Conference of the Federation, recalling the three primary aims of the Federation, viz. the advancement of higher education and research; the promotion and protection of academic freedom; the safeguarding of the interests of its members; wishes to emphasise the necessity of proclaiming and defending the values of the university in the continuing debate on the development of higher education in Ireland.

It urges, therefore, the Executive Committee and, the Council of the Federation to pay particular attention to this aspect of its work in the coming year.

1982

HEA Plans

This Annual Conference expresses concern at the lack of consultation with IFUT on the formulation of the HEA Four Year Plan for the universities and the lack of a clear concept of university education underlining it.

University Legislation

That IFUT should concentrate on pressing by every available means at national and local level, for immediate passage of legislation on dissolution of the NUI and setting up autonomous universities.

1984

Ages of Learning

IFUT deplores the fiscalty of the discussion paper, 'Ages of Learning'; we condemn its dishonest use of selective statistics and call upon the Government to refrain from introducing cost-saving measures which would adversely affect educational provision for pre-compulsory age children.

College Development Plans

The Federation calls on its Branches to formulate development plans for their own Colleges.

Curriculum and Examinations Board

That this Annual Delegate conference endorses the work of the Federation in relation to the Interim Curriculum and Examinations Board.

Graduate Unemployment

That we deplore the current situation of graduate unemployment and reduced student intake in Colleges of Education, recognising that the latter is not a necessary consequence of the former, but that both result from deliberate education cut-backs, and that we call for an immediate return to a policy of planned progress towards smaller classes and increased educational opportunities.

Postgraduate Awards

This ADC believes that the level of grants for postgraduate students in third-level education is totally inadequate even in comparison with the grant received by undergraduate in receipt of County Council award and deplores the fact that postgraduate awards are available only in the science and engineering areas. This ADC notes that this situation is worse than in any other State in the European Community and calls upon IFUT Council to lobby within the Trade Union movement and the members of the Oireachtas to improve the financial support of postgraduate students.

Research Funding

This ADC of IFUT deplores the continued under-financing of research and development in third-level institutions in Ireland. It welcomes the efforts made by government agencies to promote co-operative research and development projects with Irish industry but believes the policy of only funding applied projects in certain subject areas to be short-sighted and detrimental to the development of the State. This ADC calls upon IFUT Council to seek discussions with government agencies, ICTU, CII and FUE so that the value of research whether basic or applied in third-level institutions is appropriately supported.

University Education and Fees

The Federation reaffirms its commitment to the aim of providing university education for all who are able and willing to benefit from it regardless of their financial situation and calls for reduction in fees for students.

University Legislation

That this Annual Delegate Conference notes with concern recent developments in the universities which show a reluctance to reform structures of Government and it reiterates the conviction that university legislation is required to deal with the inadequacies of present systems of University Government and the anomalous position of St Patrick's College, Maynooth.

1985

Williams Report and Third-Level Education

Conference instructs Council to formulate an IFUT reaction to the Williams Report on cross-border co-operation and third-level education.

1986

Curriculum and Examinations Board

The Irish Federation of University Teachers, noting the publication of the Bill to establish a National Board for Curriculum and Assessment, regrets the failure of the Bill to make any provision for the representation on the Board of teachers organisations and the absence of any reference in the Bill to the legitimate interest of the higher education sector in the development of other levels of the education system, deplores the weight of provision in the Bill to remove any effective autonomy from the Board and in particular the requirements that prevent any research being carried out or any recommendations being published without the consent of the Minister and urges the Executive of the Federation to seek to have substantial amendment of the Bill prior to its approval by the Oireachtas.

PDs and DIAS

That the Annual Delegate Conference of IFUT strongly condemns recently published pronouncements of or on behalf of the Progressive Democratic Party intimating its intention, if and when empowered, to close the Dublin Institute of Advanced Studies as a measure of public expenditure cutbacks and calls on the Progressive Democratic Party to revise its policy in this regard and endorse the continued support for advanced studies and serious academic research.

Post-Graduate Support

That the ADC condemns the decision of the Government to rescind financial support for post-graduate students in Science and Engineering and calls on the Government to institute an alternative scheme of financial support for post-graduate study in all disciplines.

1987

An Foras Forbartha

IFUT deplores the Government's decision to abolish an Foras Forbartha which has proved itself to be a valuable centre of research and advice on physical planning, construction and environment.

Cutbacks

That this ADC views with alarm the recent and proposed cutbacks in Government funding for third-level education and calls on the Government to reconsider these proposals on the basis of their effects on the economic and technological, cultural and social development of the country and their affects on the employment prospects of Irish graduates internationally. This ADC calls on the university establishments to defend the interests of higher education and the necessity for Irish society of academic freedom and university autonomy. The ADC calls on IFUT to sustain a vigorous campaign to oppose cutbacks.

Cutbacks

That this ADC strongly deplores the proposed Government cutbacks in education, especially in the primary sector.

DIAS

That IFUT affirms that the Dublin Institute for Advanced Studies is an invaluable part of Irish higher education and research, and opposes any inequitable diminution in the State's support for the Institute.

OECD Report & Teacher Education

That this ADC calls on the Minister for Education to take no further decisions relating to the

provision of teacher education within the State prior to the publication of the OECD Report on teacher training.

1988

Cutbacks

That this ADC views with alarm the recent cuts in the estimates for basic Medical Research.

Postgraduate Research

Postgraduate research has never been adequately supported in our universities. Funding is woefully insufficient, despite the welcome Eolas grants in Science and Technology. This is leading to an erosion of postgraduate research and to an inability of the system to restock itself. IFUT calls on both the Government and university authorities to treat the question of graduate study in all faculties and the renewal of staff as a matter of the utmost seriousness.

Viability of the Irish Third-Level Education System

That IFUT, besides condemning the immediate impact of further Government cuts on the third-level sector, deplores the way in which the viability of the Irish third-level education system is being undermined without any public debate or informed discussion of the economic, cultural and social consequences of the process.

1989

Demand for Third-Level Education

ADC acknowledges that there will be a significant increase in the demand for third-level education in the next several years. The Federation will co-operate with Government in answering that demand but it will strenuously and publicly resist any attempt to depress educational standards in the Universities. A decline in standards will be the unavoidable result of any attempt to provide education on the cheap and IFUT will not co-operate with any such attempt. IFUT sees the increased demand as an opportunity to restock our Universities in a planned and measured way and as a method of avoiding the hurried restocking which will be the consequence of doing nothing now.

Funding for Post-Graduate Research in Universities

ADC notes the dearth of funds for post-graduate research in our Universities relative to that available in other EC states. The training of post-graduates is important for society generally but, specifically for third-level education, unless there is a well supported scheme of post-graduate education in all the disciplines our third-level institutions will be unable to restock themselves

with suitably prepared staff and will decline in quality. Given the age structure of University staff at the moment post-graduate education is an urgent necessity and ADC asks incoming Council to initiate discussions with the Minister for Education about the establishment of such a scheme.

Investment in Universities

That in the light of demographic projections over the next decade and changing national needs, IFUT calls on the Government to increase investment in the university sector.

1990

Stáisiún Teilifíse trí Ghaeilge

Molann CEMO go gcuirfidh an Rialtas Stáisiún Teilifíse trí ghaeilge ar fáil chun breis tacaíochta agus borradh a thabhairt don teanga.

Health Research Board

IFUT deplores the decision of the HRB to close their research laboratory in TCD.

Structures of NUI

That IFUT should seek a central role in the current debate concerning the future structures of the National University of Ireland.

University Funding

IFUT views with extreme concern the proposed changes in the formula for university funding and instructs the incoming Executive to initiate discussion with the HEA concerning the mechanisms of implementation and the long-term implications of this proposal in order to protect the academic autonomy of the universities, the quality of courses and the professional integrity of staff.

1992

Green Paper

IFUT notes the proposals contained in the Introduction to the Green Paper regarding quality assurance at third-level. The ADC calls upon the incoming Executive to formulate a position paper dealing with the issues of quality assurance and performance assessment. IFUT demands that we be fully consulted in advance of the establishment of either mechanism.

Unit Costs Mechanism

This ADC, deplores some of the consequences of the unit cost mechanism, in particular the disproportionate increases in student fees, and the threats to four-year degrees, and insists that planning and policy making at tertiary level is properly the domain of the university institutions themselves.

University Funding

IFUT reaffirms that the scholarly activities of research and teaching are interdependent and will resist any attempt by Government to introduce separate funding arrangements, particularly with respect to post-graduate education.

University Status

IFUT welcomes the decision of the NUI to seek university status for the recognised College at Maynooth, but insists that the new university should have governing structures similar to those of the other three new universities within the NUI.

University Structures

In the light of proposed changes in the 1908 Irish Universities Act, IFUT calls on the Minister for Education and the Colleges to consult IFUT in order to ensure that new organisational and governing structures will continue to promote academic excellence and effective teaching and to foster the university as a community of scholars.

1993

Áiteacha ar an Tríú Leibhéal do Dhaoine Fásta Feiliúnacha de Chúlra Dítheach Oideachais

Go n-iarrann an Chomhdháil Bhliantúil Teachtaí seo ar Choiste Gnó Chónaidhm Éireannach na Múinteoirí Ollscoile moltaí a chur le chéile maidir le líon áirithe áiteacha a chur ar fáil ar an tríú leibhéal le haghaidh daoine fásta feiliúnacha de chúlra dítheach oideachais nach bhfuil na cáilíochtaí éigeantacha iontrála acu.

(Places at Third-Level for Disadvantaged Adults)

(This Annual Delegate Conference requests the Council of the Irish Federation of University Teachers of Ireland to formulate proposals relating to the allocation of a certain number of places at third-level to suitable adults of disadvantaged educational background who do not have the required entrance qualifications.)

Cruthú Fostaíochta i Réimse an Oideachais

Go n-iarrann an Chomhdháil Bhliantúil Teachtaí seo ar Choiste Gnó Chónaidhm Éireannach na Múinteoirí Ollscoile moltaí maidir le cruthú fostaíochta i réimse an oideachais agus sna seirbhísí tacaíochta oideachais a chur le chéile agus a chur faoi bhráid na nAíre Rialtais agus na Ranna Stáit cuí.

(Job Creation in Education)

(This Annual Delegate Conference asks the Council of the Irish Federation of University Teachers to formulate and place before the relevant Government Ministers and State Departments proposals for job creation in the

area of education and the education support services.)

NUI Reform

IFUT insists that, in the preparation of proposals for the legislative reform of the NUI, the Minister for Education must give the principles of collegial government and of academic freedom, which define the university system, precedence over ideas of managerial efficiency.

Research Funding

IFUT condemns the government cut in the provisions for funding research in the universities and urges that it be rescinded.

1994

Departmental Reviews

IFUT rejects the use of strategic reviews of university faculties by outside management consultants with no expertise in the field of education as totally inappropriate.

Funding

That this conference affirms the essential inseparability of teaching and research in a university environment, and urges the Government to recognise the vital contribution of basic university research to national economic, cultural and human development.

1995

Academic Council at St Patrick's College, Drumcondra

That this ADC deplores the inexplicable delay in instituting an Academic Council at St Patrick's College, Drumcondra.

Education White Paper

This ADC notes the proposals in the Education White Paper regarding quality assurance.

This ADC further notes-

- 1 that systems will be set up to evaluate the effectiveness of research, of teaching and of links with the wider community;
- 2 the stated intention of conducting cyclical evaluation of departments and faculties by national and international peers, preceded by an internal evaluation by the department or faculty;
- 3 the declared intention of making such evaluations available to the general public.

This ADC advises that the co-operation of the academic staff in institutions of higher education will be necessary if any such proposals are to be implemented.

This ADC calls upon the Minister for Education to ensure that IFUT is meaningfully and adequately consulted regarding the development of any quality auditing system.

Funding of Higher Education

IFUT, *noting* that the section on the funding of Higher Education in the White Paper is confined to ten lines which refer primarily to the extension of the unit-cost funding system, and *noting* that the White Paper accepts as fundamental:

- (i) a projected growth in numbers participating at Third-Level; and
- (ii) an increasing diversity in the composition of the student body, condemns
 - a) the decrease in real terms from 1975 to 1995 of the amount expended per capita; and
 - b) the total failure of the White Paper or the Interim Report of the HEA TWG Report on the Future Development of Higher Education to address the issue of adequate funding and resourcing of either the existing system or of the proposed and diverse expansion and CALLS UPON the Executive to prepare a policy of non-co-operation with the proposed expansion unless the question of adequate resourcing is immediately addressed.

Private Third-Level Colleges

This ADC welcomes the Government's proposals in 'Charting the Education Future' to introduce legislation to regulate private Third-Level Colleges which receive State certification for their awards.

1996

History & Geography as Core Subjects for Junior Certificate

This ADC notes with approval the recent Council statement in favour of the retention of history as a core subject for the Junior Certificate. It notes also the importance of Geography as a core subject for the Junior Certificate and, as with History, demands that any suggestion of removing Geography as a core subject for the Junior Certificate should be abandoned.

Independent Research Environment

That this ADC affirms the fundamental importance of an independent research environment within our universities, and cannot accept any trend towards a managerial-style control of academic research being exercised by the HEA or any similar body.

New 'Grads' Course in Colleges of Education

That IFUT deplores the failure of the Minister for Education to consult properly with the Colleges of Education prior to her recent press release in relation to admission to the Colleges of a new graduate cohort to be trained for primary teaching.

Part-time Students

That IFUT welcomes the recent announcement of tax relief against fees paid by part-time students in publicly-subsidised universities and third-level colleges.

University Education to the Less Advantaged Sectors

IFUT urges the Irish Government to take real steps to supported by adequate resourcing to achieve the opening of university education to the less advantaged sectors of our community.

University Legislation

Conference would seek that the consideration of proposed university legislation by the Dáil Select Committee on Social Affairs, which is likely in the near future, should involve IFUT and expresses its concern at indications now being received that a Universities Act will not be passed this year. Conference also urges the Minister to ensure that IFUT's proposals are fully reflected in the Universities Bill when that emerges.

1998

Representation on UCC Governing Authority

The Annual Delegate Conference of IFUT notes with concern that, following the passage of the Universities Act 1997, the Commission for NUI, Cork has determined the number of representative places on the Governing Authority for non-professorial academic staff at the minimum number permitted by the Act, unlike the determination made in the other Irish universities. ADC calls on the Governing Body of NUI, Cork to redress this imbalance at the earliest opportunity.

Representation of Women on Interview and Other Boards/Committees

The ADC of IFUT, noting with concern that the guidelines governing the representation of women on interview and other boards/committees for staff and students are ignored in a number of cases, reiterates its conviction that female representation on such committees is an essential prerequisite for the achievement of gender equality, and calls on the Governing bodies of all HEIs to refuse to sanction the establishment of any committee which does not have female membership. Further, this ADC urges the Governing bodies to ensure that there be a two-three/three-two gender balance on all committees and interview boards.

2001

Bologna & Prague Declarations

That, in the context of the Bologna and Prague deliberations on higher education and the

exclusions from those deliberations in Ireland of the Education International (EI), even in an observer role, IFUT wishes to support the misgivings voiced by EI in relation to adequacy of consultation, and reserves the right for that reason to withhold its co-operation from any attempted actualization by Government of those declarations in Ireland.

2002

Teaching, Scholarship and Service to Students

That, in the face of current emphases on managerialism and so-called 'accountability', IFUT asserts the primacy of teaching, scholarship and service to students.'

Skilbeck Report

IFUT welcomes the interest in third-level evidenced in the recent Skilbeck Report but is concerned that academic standards are not sacrificed in the pursuit of economic goals.

2003

Proposal to Divide University Sector into Two Distinct Groupings

This ADC condemns as anti-intellectual and inimical to the functions of the university as stipulated in the Universities Act (1997) the proposal that the university sector be divided into two distinct groupings based on the ability of the institutions to enter the highly competitive global market.

Forum of Third-Level College Unions

To call on IFUT to consider how liaison with other Third-Level College unions might be developed so as to address issues of common concern.

2004

Changes in Irish University Structures

IFUT views with concern the threat to traditional university values posed by proposed changes in the structures and governing frameworks of Irish university institutions.

OECD Report on Higher Education in Ireland

This ADC urges IFUT to be prepared to respond vigorously to the forthcoming OECD Report on Higher Education in Ireland.

Hibernia College & Online Teaching Qualification

IFUT calls for an independent review of the circumstances surrounding the Minister for Education's sanction of a part-time, online teaching qualification offered by Hibernia College.

2005

Free Exchange of Ideas & Free Movement of Scholars

IFUT reaffirms its commitment to the free exchange of ideas and the free movement of scholars as essential prerequisites for the success of the academic mission, and declares its rooted opposition to efforts to subvert such exchange and movement.

Diminution of the Role of Academics in University Governance

This ADC condemns the moves to diminish the role of academics in University governance and calls on IFUT to resist any such proposals.

University Restructuring

This ADC calls on University management to ensure that University restructuring takes place only as a result of a process of inclusive debate and negotiation.

2007

Gaeilge Mar Mheán Múinte

Cáineann an Chomhdháil seo de Chónaidhm Éireannach na Múinteoirí Ollscoile an fhaillí atá déanta ar an nGaeilge mar mheán múinte ag an tríd leibhéil ag na húdaráis oideachais le fada, leis an dtoradh nach féidir anois céim iomlán ins na príomh-ábhair léinn a dhéanamh trí mheán na Gaeilge in Institiúid ar bith sa tír.

Iarann an Chomhdháil seo ar an Aire Oideachais, an Roinn Oideachais agus na húdaráis tríd leibhéil feabhas a chur ar an scéal go luath.

This ADC deplores the continuing neglect of the Irish language as a teaching medium at third level by the education authorities, with the result that it is now impossible to take a full degree course in any of the major academic subjects through Irish.

The ADC asks the Minister for Education, the Department of Education and the third level education authorities to urgently remedy this situation.

Centrality of Academic Work

That IFUT seek to re-establish the centrality of academic work (teaching and research) in the duties of academic staff, with the consequent reduction of routine administrative responsibilities, which have increased dramatically in recent years.

Recognition & Support for Academic Work

This ADC resolves that in any future negotiations on national social partnership IFUT will demand that the issue of proper recognition and support for academic work be given a higher priority.

Application of VAT to Research in Third-Level Institutions

This ADC calls upon the Government to change the VAT system, so that the VAT rate applied to research carried out in third-level institutions, is lowered from 21% to 13.5%.

Closure of Academic Departments in Universities

This Annual Delegate Conferences notes with alarm the recent series of decisions to close down academic courses in our universities (e.g. Early Irish in UCD, Women's Studies in NUIG, BA in Acting Studies in TCD).

We believe that such decisions reflect a increasingly narrow and short-sighted view of the importance of university education in society.

IFUT restates its commitment to academic freedom and academic diversity and asserts clearly that decisions on the continuation or otherwise of university courses should be based on the contributions such courses make to the cultural and intellectual health of our country and not on mere narrow economic or business grounds.

Threat to the Teaching of Early Irish at UCD

In deploring the shameful lack of support accorded by various University decision-makers to the systematic teaching of Early Irish in this country, this Annual Delegate Conference affirms and draws attention to the points made in a letter on the subject that was sent by IFUT National Council to the *Irish Times* on 21st April 2007, but which has not been published. That letter reads as follows:

A Chara,

Concerning the threat to the teaching of early Irish at UCD, we wish to add our voices to those of the Irish scholars and the Classical experts who, together with a number of others, have of late expressed their anxiety in the columns of the Irish Times.

As a democratically elected, interdisciplinary group responsible for steering the Irish Federation of University Teachers (IFUT), which is organized throughout most of the HEA sector in Ireland as well as in some other third-level institutions, we are dedicated to the preservation of traditional scholarly values such as academic freedom and the need for pure research. We cannot help but see that, if our young people lose the opportunity to acquire the skills necessary for the study of Irish medieval texts in the original, then our society as a whole will become dependent for its knowledge of our people's own past upon someone else's interpretation, or

representation, or misrepresentation of those texts.

A decision to allow this to happen would, at best, display a cultural inferiority complex on the part of the decision-makers that would be unique in Europe.

At worst — well, was it not George Orwell who pointed out that he who controlled the past controlled the future?

Is sinne, le meas,

Dr JOE BRADY, President, IFUT

Dr MICHAEL CREED, Dept of Civil and Environmental Engineering, UCC

Mr JOHN DUNNION, School of Computer Science and Informatics, UCD

Dr FRANK M. FLANAGAN, Dept of Education, Mary Immaculate College, UL

Dr HUGH GIBBONS, Dept of Computer Science, TCD

Dr ANTHONY HARVEY, Dictionary of Medieval Latin, Royal Irish Academy

Dr GERALD MILLS, School of Geography, Planning & Environmental Policy, UCD

Professor ANTHONY G. O'FARRELL, Dept of Mathematics, NUI Maynooth

Dr PÁDRAIG DE BHAL, School of Education, TCD

Dr JOHN O'FLYNN, Dept of Music Education, Mary Immaculate College, UL

Dr JOAN BYRNE (rtd.) formerly of Dept of Microbiology, Health Research Board

Dr DÓNALL A. MACDÓNAILL, School of Chemistry, TCD

Mr WILLIAM DOWLING, School of Engineering, TCD

Dr GERARD M. ENRIGHT, Maths & Computer Studies, Mary Immaculate College, UL

Professor PATRICK D. BOURKE, Department of Statistics, UCC

Professor SEÁN TOBIN, Professor Emeritus, NUIG

Professor BREANDÁN Ó COCHLÁIN, Professor Emeritus, NUIG

Dr CATHERINE EMERSON, Department of French, NUIG

Dr PAT BURKE, Department of English, St Patrick's College, Drumcondra, (DCU)

Council of the Irish Federation of University Teachers.

2008

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.

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.

2009

Casualisation of Labour in Higher Education Institutions

That this ADC condemns the increasing casualisation of labour in higher education institutions.

Higher Education Funding/Tuition Fees

IFUT notes with serious concern the financing crisis facing our higher education system, in particular our universities.

At the same time, IFUT notes that the statements from the Minister for Education regarding the reintroduction of undergraduate tuition fees have all been made in the context of cutting public expenditure. Therefore, it appears that fees are more likely to be a substitute for State investment in higher education rather than a top-up to it.

IFUT is concerned that such an approach would make it even more difficult for universities to secure adequate funding, primarily because

the State will have passed its responsibility for funding this vital national service on to the shoulders of individuals and their families.

We are concerned at the implications such a move would have for the privatisation of education and how this could lead to education's inclusion in a future GATS process.

Philosophically, we do not see education as a commodity to be purchased but rather as a vital ingredient in the social, cultural and economic life of the nation.

IFUT joins with our Teacher Union colleagues together with the wider trade union movement in Ireland and internationally in calling for education to remain free at the point of delivery. At the same time we are open to examining funding models which protect our higher education system without damaging its ethos or adversely affecting participation levels which remain at unacceptable levels.

University 'Rationalisation'

IFUT notes recent media reports on the question of rationalisation within the university and wider higher education sector. Some reports even refer to plans already being drawn up to 'rationalise' (i.e. close down) some Departments.

IFUT declares that no such 'rationalisation' can hope to have a beneficial outcome unless it is conducted with full regard to the rights of all stakeholders involved.

IFUT asserts that as the preeminent union representing academic staff in our universities we have a right to be involved in any talks aimed at so-called 'rationalisation' in the sector.

Quality Review Process

That IFUT would not support any quality review process which has implications for resource allocation to units and/or personal promotion.

Academic Freedom/Research

IFUT recognises and supports the fact that university academics are obliged to engage in both teaching and research.

However, we are concerned that in some influential quarters the perception of the value of research is purely short-term and linked only to immediate economic goals.

We declare that academic research whilst undoubtedly a stimulus for immediate benefit, also has to have a longer term vision. In this regard the principle of academic freedom and control over one's research is vital to preserve the long-term benefit universities bring to society.

We therefore appreciate the efforts which have been made to draw up protocols which can provide for fair and reasonable co-ordination of

research activity without compromising the principle of academic freedom.

IFUT pledges itself to provide ongoing support to bring these protocols to final conclusion and implementation.

Recruitment and Promotions Ban

This ADC deplores the ban on recruitment, promotion and payment for duties at a higher level recently imposed on the universities by the Department of Education and Science. It recognises that this has the potential to prevent some university programmes from being offered next September and to do lasting damage to others. The ADC instructs the executive to develop guidelines for members to prevent additional burdens, consequent on this ban, being imposed on them.

2. REMUNERATION

1975

Salary Scales of Junior University Staff

That IFUT give immediate consideration to rectifying the inequalities which exist between the salary scales of Junior university staff and those paid to the staff of other third-level institutions.

1980

Restructuring Claim Colleges of Education

This Federation deplores the failure of the Department of Education to make a positive and prompt response to the restructuring claim lodged on behalf of staff employed in Colleges of Education. It considers this failure to be inconsistent with the Taoiseach's commitment to the desirability of improved industrial relations and pledges full support to the demands of College staff for an urgent and equitable response to their claim.

1984

Pay Round and Relativities

Conference calls upon the Council and Executive of IFUT to maintain close liaison with other unions in the Public Services Committee of Congress in order to ensure a reasonable 24th Pay Round for members and the maintenance of well-established relativities otherwise.

1985

Public Sector Pay

Annual Conference instructs the Council and Executive to seek a 25th (General Pay) Round for members and settlements of special claims in consultation with the Public Services Committee of ICTU.

1986

Pay Parity for College & Statutory Lecturers

IFUT calls on the Executive to consider whether a claim should be submitted to the Labour Court for parity of salaries between College Lecturers and Statutory Lecturers.

1997

Remunerative System of Librarians & Career Progression

That the incoming Council gives priority to the elimination of the discriminatory remunerative system whereby professional librarians in Irish universities are trapped within narrow structures, and further seeks means of career progression comparable to their academic colleagues.

1998

UCC College Lecturer Max

The Annual Delegate Conference of IFUT notes with anger that the maximum point on the salary scale for College Lecturers at UCC is still substantially lower than in the other Universities despite a claim in this case dating back to 1991, and despite a favourable Labour Court Recommendation in 1996. This Annual Delegate Conference strongly supports the imposition of sanctions by ASA members at UCC in support of this claim, and calls on the Minister for Education and Science, and on the HEA, to take whatever action is required to remove this inequity immediately.

1999

Temporary Full-time Academic Staff & Remuneration

This Annual Delegate Conference calls on IFUT to negotiate, as a matter of urgency, with NUI, Cork, and other universities and colleges as appropriate, to ensure that those existing temporary full-time academic staff, who are currently remunerated at a rate below the lowest point on the lowest standard academic scale, are placed on a point within that scale, and furthermore, to ensure that all future appointees to temporary full-time academic posts are remunerated at a level on the standard academic scales.

2003

APSCEH Grading Claim

That this ADC of IFUT reaffirms the urgency of introducing a proper career structure into the Colleges of Education and Humanities.

2004

Benchmarking

That this ADC of IFUT resolves not to co-operate with any new benchmarking process unless Council is satisfied that equitable standards of transparency are guaranteed as part of such process.

2006

'Sustaining Progress'

That this IFUT ADC strongly deplores the failure of the management of Mary Immaculate College Limerick to ensure that the pay increases due to staff under 'Sustaining Progress' have been delivered pursuant to Labour Court Recommendation No. 18067.

2007

National Wage Agreements & Aggregate Vote of All Unions in ICTU

This ADC asks the Executive to inform the ICTU that in any future national wage agreement negotiations, conditions of service of IFUT members should not be subject to an aggregate vote of all ICTU unions. We ask Congress to respect our view that IFUT members alone should vote and decide on their own conditions of service.

2008

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.

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.

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.

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

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.

3. CONDITIONS OF EMPLOYMENT

1976

Teaching Skills of Academic Staff

That this AGM notes that the universities have an important responsibility to provide for the development of the teaching skills of their academic staff – in particular for staff on probation and staff without tenure. The AGM therefore instructs Council to make strong representations to the universities so as to ensure that they recognise and properly discharge this responsibility.

Veterinary Staff in TCD & UCD

This Annual General Meeting of the Irish Federation of University Teachers recalls the insistence of IFUT Council that in any transfer of veterinary staff between TCD and UCD there must be strong guarantees to the members concerned; it further recalls the agreement of the Minister for Agriculture that the employment prospects of the staff of both faculties should not be disimproved as a result of the merger, and asserts that the report of the Chairman of the Tripartite Committee for Unification of the Veterinary Medicine Faculties of TCD and UCD does not provide adequate guarantees, safeguards or information regarding the employment to be offered in UCD to the TCD veterinary staff.

This Annual General Meeting accepts that the Report of the Chairman of the Tripartite Committee does not provide an adequate basis upon which TCD veterinary staff can decide whether or not they can accept employment in UCD, rejects November 19th as the deadline by which offers must be accepted, and instructs IFUT Council and Executive Committee to seek immediate negotiations with present and possible future employers of the staff concerned, and to continue to use all possible means to protect the interests of the members of the Federation.

1978

Academic Freedom

That the incoming Council proceed, as a matter of urgency, to negotiate an agreed statement on academic freedom with the NUI and TCD.

1979

Ruling of Supreme Court in Maynooth Dispute

The Annual General Meeting of the Irish Federation of University Teachers notes the ruling of the Supreme Court in the Maynooth dispute:

It reaffirms its support for the two members dismissed from Maynooth and for the actions taken by the Federation in support of their claim.

It expresses its alarm at the implications of the Judgement – which defines Maynooth primarily and essentially a seminary – for academic tenure and conditions of employment for all staff, regardless of status, at St Patrick's College, Maynooth.

It views with disquiet the priority given in the interpretation of the Constitution and of the Statutes of the College, to institutional rules and regulations over individual liberty, especially in relation to freedom of speech and research.

It believes that the Judgement has serious implications for the status of Maynooth as an academic institution claiming to be a University institution. It draws attention to the urgent need for an initiative on the part of the Government – which provides the major part of the finances of the College – to establish the College as a University institution and to ensure for the staff of Maynooth a contractual position similar to that obtaining in other University institutions.

It instructs the Officers of the Federation to seek an urgent meeting with the Minister for Education in order to discuss the implications of this Judgement.

1980

Discrimination in relation to Sexual Orientation

This Annual General Meeting pledges itself to resist any attempt to discriminate against its members in their employment on the basis of their sexual orientation.

1981

Homosexuality

That this Annual Conference requests the Executive to transmit the resolution on job discrimination on the basis of sexual orientation adopted at last year's meeting to the Annual Conference of the Irish Congress of Trade Unions.

1982

Book of Estimates & Fee Remission

IFUT deplores the Government's discriminatory attack upon the conditions of employment of its members by proposing in its Book of Estimates to deprive them of an inexpensive and long-established financial arrangement (i.e. fee remission for children of staff).

Quite apart from the intimidating attack upon the undisputed rights of its members, which, if successful, would pose a threat to the established rights of other workers, IFUT views with the gravest concern the serious encroachment upon the statutory requirements governing the financing through block grant of Higher Education institutions.

IFUT will resolutely resist with all the resources at its disposal this unwarranted and arbitrary attack upon the rights and interests of its members and on the rightful autonomy of their institutions.

Collective Agreements

The Conference deplores the recent attempt by the Government unilaterally to break a collective agreement freely entered into and calls for proper and genuine negotiations with the trade union movement, including the Federation, to secure realistic improvements in pay and conditions of employment.

1984

Cutbacks and Employment Conditions

This ADC urges IFUT Council to keep under constant review any affects which the cutbacks in the Universities and College have had on members individual conditions of employment and report thereon accordingly.

Health and Safety at Work

That this ADC, concerned about the dearth of legislation covering health and safety at work in the institutions it represents and the responsibility of IFUT members for the health and safety of students, calls upon IFUT Council to seek ways and means, as a matter of urgency:-

(1) to promote the training of all workers and students in the Universities and Colleges in all aspects of health and safety in the workplace;

(2) to call upon the Government to accept the findings of the 'Report of the Commission of Inquiry on Safety, Health and Welfare at Work' chaired by Mr Justice Barrington and to urge ICTU to support IFUT in this call;

(3) to express serious concern to governing bodies and to the HEA about the lack of resources available to provide even basic health and safety standards in our workplaces.

Women's Issues

That IFUT should actively pursue the problems related to women at work in third-level teaching by setting up a Women's Committee to deal with issues such as discrimination against women, promotion of women, child care facilities, women's pension rights, discriminatory interviewing practices, equal opportunity in education, women's studies programmes, etc.

1985

Career Patterns

Conference calls on the Executive to continue their efforts to improve the career prospects of academic staff.

Expenses & Tax Allowability

Conference urges that the question of academics' expenses and tax allowability be pursued as a matter of importance.

Fees Remission

Conference deplores the decision of the Government to try and deny the entitlement to fees remission to new members of staff and to modify it in respect of others in the universities. It regards the move as discriminatory and instructs the incoming Council and Executive to resist it with all means as it disposal.

Léachtóirí Cúnta sna Coláistí Oideachais

Gur údar míshasaimh don Chomhdháil Bhliantúil teachtaí de Chónaidhm Éireannach na Múinteoirí Ollscoile ceapadh daoine mar Léachtóirí Cúnta sna Coláistí Oideachais gan deis ardú céime a bheith cu go dtí grád an Léachtóra; go n-iarrann an C.B.T. ar an Aire Oideachais na deiseanna cuí a sholáthair a cheadódh ceapadh agus ardú céime tré bhealaigh a bheadh réitithe roimh ré.

(Assisant Lecturers in Colleges of Education)

It is a major cause of dissatisfaction for the Annual Delegate Conference of the Irish Federation of University Teachers that people are appointed as Assistant Lecturers in the Colleges of Education without the opportunity of proceeding to the grade of Lecturer and the ADC calls on the Minister for Education to make such opportunities available through the implementation of agreed appointment and promotion procedures.)

Part-time Employees

The ADC requests Council to press for the implementation in the Universities and Colleges of Education of the draft EEC Directive on part-time employees.

1986

Academic Freedom & ICSU Guidelines

The Irish Federation of University Teachers reaffirms its objective of promoting academic freedom and, in furtherance of that objective, endorses the guidelines of the International Council of Scientific Unions which require that bona fide scientists should not be excluded from participating in international scientific meetings because of race, religion, political philosophy, ethnic origin, citizenship, language or sex.

Carysfort Situation

That this ADC notes with approval the handling of the Carysfort situation by IFUT Officers following the Ministerial decision to withdraw grants for primary teacher training from the college; it pledges its full support in seeking the implementation of the assurances given to the Dáil by the Minister for Education concerning the future of the Carysfort College.

Code of Practice re. Appointments

This ADC asks the incoming Council to draw up a code of practice governing academic and academically related appointments and asks IFUT Branches to monitor the manner in which academic and academically related appointments are made in the light of this code.

College/Statutory Lecturer Distinction

IFUT calls on the Senate of the NUI to abolish the distinction between College Lecturer and Statutory Lecturer.

Staff Representation

IFUT calls for much wider representation of staff on the governing structures of the NUI Colleges and Senate.

Women Academics

That IFUT seeks the implementation of the recommendation of the HEA Report on Women Academics in Ireland 1987, in particular recommendation no. 2 that a programme for positive action in third-level institutions should be drawn up and publicised.

1989

College Lecturers as University Lecturers

IFUT calls on the Senate of the National University of Ireland to recognise, without further delay, College Lecturers in its Constituent Colleges as Lecturers of the University.

Part-time Staffing in Universities

While taking into account the complexity of the issue, ADC opposes the increasing reliance on part-time or temporary staff to fulfil fundamental teaching functions in our Universities and asks incoming Council to investigate the situation in detail and to take the matter up with the Universities and with the Minister for Education.

Staff Nomenclature

The title for full-time, permanent members of the academic staff should be Professor.

1990

Future of Colleges of Education

IFUT calls on the Minister for Education to make no decisions on the future role of the Colleges of Education without first seeking the views of staff by consultation with IFUT.

Junior Staff Conditions

This meeting calls on IFUT to engage in appropriate research, and take effective action, in order to ensure that junior and newly-appointed staff do not face a gradual deterioration in their conditions of employment.

Promotional Opportunities

IFUT calls on the HEA to recognise the inadequacy of promotional opportunities for university staff and the consequent excessive competition for promotion and to make funds available to create more promotional posts.

1992

Colleges of Education & New Universities

IFUT strongly recommends that members in Colleges of Education not participate in the teaching of new courses until negotiations regarding their status and conditions of work have been satisfactorily concluded.

Part-time & Temporary Staff

IFUT deplores the increasing trend in all third-level institutions to replace tenured academic staff by temporary, part-time and contract appointments.

1993

Gender Equity

IFUT endorses the proposals in the Green Paper on Education to promote gender equity throughout the Irish educational system.

Restructuring of NUI & St Patrick's, Maynooth

This ADC of the Irish Federation of University Teachers supports the demands of Council that, in restructuring the NUI, an acceptable governing structure for University College Cork, University College Dublin, University College Galway and that part of St Patrick's, Maynooth, which is to become part of the NUI must be in place at the time of its being granted independence within the NUI.

Short-term Contracts

IFUT views with concern the increase in the number of staff being appointed on short-term contracts to the universities, and urges staff to insist on the essential nature of the academic community as consisting of full-time, tenured staff.

1994

Contract Appointments

IFUT is seriously concerned at the rapidly increasing numbers of staff employed on a short-term contract basis. IFUT asserts that such employments are inequitable and exploitative of the individuals concerned, leading to insecurity and work overload; that they are detrimental to long-term planning within the institutions themselves; that they undermine the status and conditions of permanent staff and lead to the imposition of increased administrative and pastoral responsibilities; that they are inimical to the concept of academic freedom.

This ADC calls on the Executive, as a matter of urgency, to:

- (a) oppose the policy of increasing Contract Appointments,
- (b) devise policy guidelines covering the appointment, terms and conditions, re-appointment and making permanent of Contract Staff.

Length of Service

In view of the excessive demands currently made of university teachers in terms of hours of work, poor staff/students ratios, overcrowding and poor facilities for teaching and research, and in view of the increasing demands that will be made, and stress created, as a consequence of an expanding and varied student body and a rapidly changing pattern of work and work organisation, this ADC calls for the expected length of service to be reduced from forty to thirty years, allowing for the possibility of retiring on a full pension after thirty years' service for those who wish to do so.

Part-time Teaching Staff

That the ADC ask Council to consider the tendency within universities and colleges to rely increasingly on part-time teaching staff and, in the light of its consideration, to prepare a position paper on the matter.

Short-term Contracts

That this ADC ask the Executive Committee of the Federation to enquire into the extent of the use by the universities of short-term contract appointments and to take action to halt the extension of this practice which is having a major effect on the welfare of the academic community.

1995

Casualisation of Teaching Posts

IFUT condemns the casualisation of teaching posts in third-level education through the increasing use of part-time and short-term

contract staff. It asks that the third-level colleges should stop this practice which is unjust both to the highly qualified staff who are victimised by it and to the students they teach.

Gender Equality

Noting the proposals in relation to gender equality which are included in the White Paper, IFUT deplores their vagueness. We therefore call upon the HEA to outline specific proposals, separately from the institutions concerned, and to provide adequate financial support for their implementation.

Quality Improvement

While noting that proper consultation between local associations in various colleges may have occurred or may occur, IFUT nonetheless notes the presentation to Academic Council in Trinity College, Dublin, on Wednesday 17 May of a document entitled '*CHIU Registrar' Committee Draft Proposal for a Process of Quality Improvement and of Quality Assurance for the Irish Universities*'; noting the repeated failure of CHIU to respond to IFUT's demands for inclusion in the discussion of Quality Assurance mechanisms and further noting the recommendations in regard to the absolute necessity of union involvement from the earliest stage in the report of the ETUCE Colloquium on Quality Assurance, this ADC condemns the actions of CHIU and resolves on a policy of non co-operation with any mechanisms introduced until there has been full discussion and agreement with the union.

Staff Student Ratios

IFUT, noting that the Interim Report of the Technical Working Group of the HEA's Steering Committee on the Future Development of Higher Education, proposes an enormous expansion of numbers at third-level on the basis of an existing Staff-Student ratio of 22:1 in the universities, and that neither the Steering Committee nor the TWG, despite the written intervention of IFUT, has undertaken any study, or consideration of Staffing needs in the course of their deliberations, calls upon the Executive to make an immediate case for the reduction Staff/Student ratios to 14:1 and, failing that, to develop a policy on non-co-operation with the proposed expansion.

Teaching Skills & Third-level Staff

This ADC notes with approval the Government's proposal to establish a comprehensive programme for the development of teaching skills for third-level staff. The ADC calls upon the Government to ensure that adequate funding is made available for this purpose and demands

that IFUT be properly consulted and involved on matters related to the professional development of academic staff in Third-Level Colleges.

1996

Casualisation of Teaching Posts

IFUT condemns the growing casualisation of teaching posts in third-level education through the increasing use of part-time and short-term contract staff in universities and colleges.

Permanent Positions

IFUT condemns the failure of the university authorities to provide adequate permanent positions with appropriate career structures for teachers and academic support staff at third-level.

Quality Assessment

That IFUT will resist all attempts to impose upon its members models of quality assessment other than those agreed to by proper negotiation.

1997

Casualisation of Third-level Teaching

IFUT deplores the casualisation of third-level teaching. However, given the increase in short-term contracts and part-time teaching staff in higher education and IFUT's need to attract membership from that particular constituency, the ADC calls upon the IFUT Executive to ensure as a matter of urgency that the concerns of short-term contract and part-time teaching staff are prioritised.

Fixed-Term, Short-Term & Temporary Contracts for Teaching and Other Academic Staff

IFUT ADC hereby condemns the continued reliance by many universities and other HEA-funded institutions on fixed-term, short-term and temporary contracts for teaching and other academic staff, and calls on the IFUT Executive, on behalf of IFUT, to notify all the universities and other institutions of the passing of this motion, and to inform them that IFUT intends to campaign against this short-sighted and unnecessary employment practice.

Three-Year Fixed-Term Contracts & Further Fixed-Term Contracts

IFUT ADC further condemns the practice adopted by Trinity College Dublin of refusing to allow teaching staff on three-year fixed-term contracts to apply for further fixed-term contract positions which arise, and calls on TCD to discontinue this practice in the interests of good industrial relations.

1998

College Lecturers in NUI System

This ADC calls on IFUT to set up a committee to consider and report on the anomalous position of the post of College Lecturer within the NUI system.

Promotional Opportunity for Redeployed Carysfort Staff

We condemn the injustice of the Department of Education's continuing denial of access to promotional opportunity for redeployed Carysfort staff in the universities and we call for immediate restoration of these rights.

1999

Ex-Carysfort Staff Problems

Conference notes the recent efforts by various bodies to resolve the long-standing problems arising from the closure of Carysfort College and the subsequent redeployment of its staff. It calls on IFUT to ensure that these efforts are brought to a prompt and just resolution.

Librarians & Expenses Tax Allowance

This Annual Delegate Conference calls on IFUT to negotiate, on behalf of professional librarians employed in university libraries, with the Revenue Commissioners an expenses tax allowance, similar to that available to academic staff and other professionals, employed in the educational sector.

Contracts to Temporary Staff in NUI Universities

This Annual Delegate Conference calls on IFUT to undertake a legal review of contracts issued to temporary staff in NUI and other universities and colleges in order to examine their compliance with labour law and to clarify the legal rights of members who have three or more years unbroken temporary full-time service.

Freedom of Information Act

In the light of the decision of IFUT Council to seek the extension of the Freedom of Information Act to the University sector, this ADC calls on the union to ensure that considerations of confidentiality, pastoral care and academic freedom must be fully safeguarded in the application of the Act to the work done by academic staff. Furthermore, IFUT calls on University authorities to provide the administrative support necessary to enable staff to comply with the provisions of the Act.

Tenure and Academic Freedom

In the light of the requirement under the Universities Act for College authorities to draft a

statute dealing with suspension or dismissal of its employees [Section 25(6)], Conference calls on IFUT to employ all the resources at its disposal to ensure that tenure and academic freedom are safeguarded in any such statute.

2000

Temporary Staff

This ADC calls on the Council of IFUT to ensure that the Working Group on Temporary Staff delivers a progress report on its work at an early date and proceeds to complete its deliberations with the urgency, which the matter deserves.

Career Structures in Colleges of Education

This ADC calls on the Minister for Education and the HEA to sanction an equitable career structure in the Colleges of Education.

Compensation for Seconded Carysfort Staff

That the conference supports all efforts to secure compensation for seconded Carysfort staff who have been debarred from promotional opportunities within the career structures of both their notional institution, Carysfort College, and their receiving institutions. These members have been denied equality of treatment despite carrying out duties identical to those of other colleagues and have suffered demoralisation, demotivation and frustration in their normal career aspirations and professional development over one-third of their working lives.

Implementation of Agreement on the Integration of Seconded Carysfort Staff in Their Host Institutions

Conference condemns the failure of the Department of Education and Science to implement the agreement reached last November between IFUT and Minister Mícheál Martin on the integration of all seconded Carysfort staff in their host institutions.

Pension Rights of Royal Irish Academy Employees

IFUT deplores the lack of priority accorded by the administration of the Royal Irish Academy to the vindication of the pension rights of Academy employees.

2001

Early Voluntary Retirement

Eilíonn an Cruinniú Bliantúil Teachtaí seo go gceadófaí scor luath deonach ar lán phinsean dóibh siúd a bhí seirbhís 30 bliain tugtha acu agus a bhí 55 bliain slánaithe acu.

This Annual Delegate Conference demands that early voluntary retirement on full pension be allowed to those who have given 30

years' service and who have reached the age of 55.

Part-Time Teaching in Third-Level

This Annual Delegate Conference requests IFUT to ascertain the number of people teaching part-time in third-level institutions with a view to examining their terms and conditions of work.

Option on Retirement

That IFUT ensures that university teachers have the option to retire on full pension after 35 years public service.

2002

Pension Provision for Contract Staff

IFUT is concerned about the failure of the third-level sector colleges to make pension provision for contract staff and calls on management to rectify the situation in line with pension rights of permanent staff.

2004

University Career Structure in Colleges of Education

IFUT calls upon the HEA/DES to establish a university career structure within the Colleges of Education and Humanities as a matter of urgency.

HETAC & Freedom of Information Act

IFUT calls for the inclusion of HETAC within the workings of the Freedom of Information Act (1998).

2005

Alteration of Academic Careers

This ADC views with concern the attempts by the management of Irish Universities to alter the nature of the academic career and calls on IFUT to take all appropriate measures to protect members' rights.

2006

Academic Promotional Opportunities

That this IFUT ADC strongly deplores the failure of the management of Mary Immaculate College Limerick to put in place an equitable and progressive system of academic promotional opportunities.

Career Advancement for Employees of RIA

IFUT deplores the absence of any defined structure of career advancement for employees of the Royal Irish Academy, and calls upon those responsible to rectify this anomaly forthwith.

Income Tax Credit re. Irish Research and Development

This ADC instructs the General Secretary to enter negotiations with the Department of Finance and the HEA to secure a new annual income tax credit for IFUT members in recognition of their immense contribution to Irish research and development.

2007

Staff on Fixed-Term Contracts

This Annual Delegate Conference declares that the employment by Colleges of large numbers of researchers and other staff on fixed-term contracts is unacceptable to IFUT for two reasons.

Firstly, such contracts are an ongoing source of insecurity for those who work under them, while being used to deny to many of these employees rights and benefits which IFUT has won for permanent employees over many years.

Secondly, we recognise that the proliferation of large numbers of less favourable contracts poses an inevitable – if unspoken – threat to the standards and conditions of pay and employment of all existing staff.

IFUT therefore commits itself to a vigorous campaign of organising into our union as many as possible of eligible employees on such contracts. The primary purpose of bringing them into our ranks being to work and campaign with these new members to secure decent, secure, non-discriminatory contracts of employment, and thus giving them equality of treatment and removing a significant threat to existing agreed standards.

2008

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 retrospective 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.

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.

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 administering 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.

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.

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.

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.

2009

Non-Renewal of Temporary Teaching Staff Contracts

This ADC strongly condemns the practice of the non-renewal of temporary contracts of much needed teaching staff in the universities while the recruitment of non-essential senior administrative and VP posts at overinflated salaries remain open. This ADC demands that in the face of economic difficulties, the suspension of increments, the freeze on crossing the bar and the loss of badly needed teaching hours that the HEA immediately sanction the reduction/freezing of salaries of those individuals who are massively above agreed scales.

The Pension Levy

This ADC notes with grave concern the introduction of a 'pension levy', ostensibly to restore the current imbalance in the national

finances. We consider the 'pension levy' to be an unfair imposition on public sector workers who were not responsible for the current crisis. The introduction of the levy will in effect impose a pay cut on public sector workers for the foreseeable future. The impact of the levy upon younger and lower paid workers will be particularly harsh.

This ADC notes that the members of IFUT in a secret ballot have already voted by a large majority to approve of the taking of industrial action.

The ADC affirms that any work stoppage to be taken in pursuit of this mandate shall be in co-operation with stoppages sanctioned by the ICTU and by our colleagues in the other three teacher unions.

The ADC also recognises that industrial action, including work to rule and non-cooperation, may also be taken by IFUT as a means of securing our employers' compliance with current agreements.

Fees and Charges for Professional Work

The ADC instructs the IFUT Executive to establish a schedule of appropriate fees and charges to be payable to all members for professional work undertaken for third-level institutions.

Taxation of Pension Lump Sums

This ADC strongly opposes the suggestion that Pension Lump Sums should be taxed and calls upon ICTU to resist any attempt to do so to the maximum degree possible.



4. ORGANISATION

1974

UCC Administrative Staff Association

That the Executive Committee of IFUT be hereby authorised to institute negotiations with the Administrative Staff Association of UCC, with a view to devising initially satisfactory arrangements for that Association's membership of, or association with IFUT.

1976

Ex-Officio Leave of Absence for President of Federation

Recognising that the development of IFUT as a trade union has placed and will continue to place, an increasing burden of work on its officers, this AGM instructs Council to enter into negotiation with the universities with a view to obtaining a scheme of ex-officio leave of absence for the President of the Federation.

1981

Annual Conference

That pending the appropriate constitutional change the Annual Conference appeals to the Council of IFUT to recognise the said Annual Conference as the supreme policy making body of the Federation and to regard resolutions passed by this meeting as binding on the Executive.

1982

Co-operation among Education Unions

Annual Conference welcomes the formation of the Council of Education Unions as a vehicle for liaison between those education unions affiliated to the Irish Congress of Trade Unions.

Conference approve in principle further moves towards co-operation among the education unions insofar as such moves are in the interests of the individual unions and their members.

Conference therefore instructs the Executive and Council to continue to collaborate fully in the functioning of the Council of Education Unions and to explore such moves towards further cohesion as might be beneficial to IFUT, its members and the institutions in which they are employed.

1983

An Ghaeilge – Irish

(1) That in view of the diversity of practice at present, it is hereby resolved and confirmed:

(a) that the acronym IFUT should be used where a shortened version of the name is required;

(b) that an approved Irish language version of the name is Cónaidhm Éireannach na Múinteoirí Ollscoile;

(c) that the Irish language version of the name of the Federation may be used by its officers and officials when communication is made in the Irish language;

(d) that the Irish language version of the Rules has no legal significance.

(2) That the Irish Federation of University Teachers notes the use made of the Irish language at meetings and in stationery, regulations and certain communications and documentation during the past year, praises this service to the Irish-speaking members of the union and resolves that the Council is instructed to have a report and recommendations on the use of the Irish language in the business of the Federation prepared for consideration by the membership.

1985

IFUT-AUT Co-operation

This ADC welcomes the proposal from the AUT for co-operation between its new Northern Ireland Advisory Committee and IFUT.

1989

Co-operation between Teacher Unions on the System of Third-Level Education

ADC considers that the system of third-level education including RTCs, Colleges of Education, Colleges of Art, Technical Institutes and Universities is at a crucial stage in its development and that the time is ripe for increased co-operation between the teacher unions involved in this sector. ADC asks incoming Council to explore the appropriateness of such closer co-operation.

1993

Involvement of Membership in Federation & Functioning of Branches

This Annual Delegate Conference seeks the establishment of a Special Commission to explore the current level of interest and involvement by the general membership in the activities of the Federation and to propose remedies for any deficiencies it may find in such interest and involvement, which remedies may include a restructuring of the Branches of the Federation.

1994

Single Teachers' Union

That, in the light of the proposed union of the TUI and ASTI, the ADC ask Council to consider the question of amalgamation with a single teachers' union.

1997

Council Meetings

That in order to achieve fuller attendance at Council meetings, the Executive should investigate the feasibility of holding those meetings on Fridays rather than Saturdays.

1998

Co-operation with Other Unions

The ADC of IFUT calls on the Executive to investigate the feasibility of establishing closer co-operation with other unions representing academic staff in third-level institutions.

Retired Members of IFUT

The ADC of IFUT, recognising the exceptional service and commitments to IFUT of many of its now retired, and about to retire, members, calls on the Executive to examine ways in which that commitment can be acknowledged and the resource it represents can be utilised for the future benefit of the union.

2006

Co-operation between IFUT and TUI

In the light of the proposed entry of the Institutes of Technology to the remit of the HEA, this ADC calls for increased co-operation on matters of mutual concern between the Teachers' Union of Ireland and the Federation to be developed and maintained.

2007

Solidarity with INO & PNA

That this conference expresses the solidarity of the Irish Federation of University Teachers with our fellow trade unionists in the Irish Nurses' Organisation (INO) and the Psychiatric Nurses' Association (PNA) in their current industrial difficulties. IFUT supports the rights of the INO and PNA members to further negotiations on pay and working hours outside of the restrictive confines of the benchmarking process.

IFUT Membership Recruitment

This Annual Delegate Conference is proud to assert that ever since its foundation, IFUT has been the most effective, most articulate voice on behalf of all those employed as university teachers and in related grades.

IFUT has fought successfully on behalf of its members in areas such as tenure, academic freedom, protection from redundancy, and the maintenance and enhancement of pay and conditions of employment.

The ADC also recognises however, that IFUT and its members are today facing a whole new set of challenges. Amongst the most serious

of these are: attacks on job security (tenure), undervaluation of the role of university teachers, restrictions on academic diversity, undermining academic freedom and a general threat to worsen pay and conditions.

We recognise that if we are to continue to be effective on our members' behalf, then it is essential that our organisation is strengthened. In practical terms, this means that we must commit ourselves to significant growth in our membership numbers.

Therefore, this ADC mandates the IFUT Executive – in conjunction with the General Secretary – to draw up a recruitment plan aimed at significantly increasing IFUT membership.

Furthermore, this conference recognises that growing the organisation is a shared, individual, responsibility of every single member of IFUT and calls upon all members to engage with the recruitment plan and to play his/her part in making it a success. As a basic first step, every IFUT member should see it as their role to welcome new members into our ranks and, in fact, to be the person who invites eligible non-members to join.

2008

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).

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.

Higher Education/IFUT Council

This ADC proposes 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.

5. OTHER

1982

Poland

This Annual Conference, being the principal representative of the academic employees in Irish third-level education, noting the motion on Poland adopted by the Council of the Federation on April 24, 1982, and by the Irish Congress of Trade Unions at its 1982 Annual Delegate Conference, deplores:

(i) the suspension of our colleagues working in the Department of Psychology at Warsaw University and the suspension of classes in the same department, following a student declaration of sympathy with solidarity; and

(ii) the continued imprisonment of our colleague Janusz Onyskiewicz, a lecturer in Mathematics at Warsaw University and Solidarity spokesman, who addressed the 1981 ICTU Annual Delegate Conference.

This meeting calls for the reinstatement of suspended staff, the resumption of teaching and the release of Mr. Onyskiewicz.

1986

Ban on Libyan Students

That IFUT deplores the decision to exclude Libyan students from entry into Ireland, which is in breach of the principle that bona fide scholars should not be prevented from travelling between countries in the pursuit of their studies, and urges the Government to reconsider its decision.

Academic Activity & Apartheid

In accord with policies already developed within IFUT and in the international academic community for the furtherance of academic freedom in the widest sense, the ADC reaffirms its complete opposition to apartheid and recommends that IFUT members take no part in activities such as academic conferences, research projects, external examining, etc., which involve South African participants.

1987

Views on Women Workers

IFUT supports ICTU's total rejection of the views expressed by Frank O'Callaghan of the AUEW regarding the position of women workers.

1989

Student Gay & Lesbian Societies & Council

Recognition of the Student Gay and Lesbian Societies is a proper issue for consideration by IFUT Council.

Student Societies & Sexual Orientation

IFUT disapproves in principle of the refusal to grant recognition to a student society solely on the grounds of sexual orientation.

Winchester Three

In the light of the prejudicial media reports and political statements before and during the trial of three Irish defendants in Winchester from 6 to 28 October 1988, IFUT calls on the Irish Government to use all avenues of diplomatic and political influence to ensure a more equitable climate in England for the forthcoming appeal to the Court of Criminal Appeal.

1990

Mary Robinson

The members of IFUT, meeting at their ADC, warmly congratulate their colleague Mary Robinson on her election as President of Ireland.

2000

ICTU & Statements on Matters of Conscience

Go n-iarrann CÉMO ar Chomhdháil Éireannach na gCeardchumann gan ráitis a eisiúint faoi cheist an ghinmhille seachas nuair a bheadh tuairimí thromlach bhaill na gceardchumann comhcheangailte á gcur in iúl de thoradh ballóide.

That IFUT asks the Irish Congress of Trades Unions not to issue statements on the issue of abortion except insofar as such statements reflect the balloted views of the majority of members of affiliated unions.

2008

Promotions in Royal Irish Academy

This Annual Delegate Conference of IFUT finds entirely unacceptable a document received yesterday, 18th 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.'

2009

Garda Vetting

This ADC resolves to ask the Executive of IFUT to draft guidelines for members regarding the issue of Garda Vetting.

Government Backed Private Sector Pension Protection

This ADC demands the implementation of a Government backed private sector pension protection fund to protect the livelihoods of all workers.

APPENDIX

DISCUSSION DOCUMENT ON PROPOSALS FOR A FEDERATED TEACHERS' AND LECTURERS' UNION

1. Mandate for Formulating Proposals:

The following motion passed at Annual Conventions/Congresses of ASTI / INTO / TUI sets out the mandate for the formulation of proposals on a Federated Teachers' and Lecturers' Union:

That the Association of Secondary Teachers', Ireland / Irish National Teachers' Organisation / Teachers' Union of Ireland commits itself to formal discussions with a view to formulating proposals for a Federated Teachers' and Lecturers' Union. These proposals to be presented to Annual Congress 2008.

IFUT has Council approval for engaging in discussions with a view to formulating proposals for closer co-operation with ASTI/INTO/TUI.

2. Principles:

- (i) The ASTI, IFUT, INTO and TUI are committed to mutual solidarity and co-operation.
- (ii) The ASTI, IFUT, INTO and TUI affirm that the promotion of the trade union and professional interests of their members is best served by formal co-operation in a federated structure.
- (iii) The ASTI, IFUT, INTO and TUI affirm their commitment to furthering the interests of education and their commitment to advancing academic freedom, learning and culture.
- (iv) The ASTI, IFUT, INTO and TUI affirm that the identity of each union is best preserved in a federated structure which provides for pooled sovereignty on matters to be agreed on a phased basis.
- (v) The ASTI, IFUT, INTO and TUI affirm that a federation of 55,000 members can form a powerful voice to advance the interests of teachers and lecturers in the ICTU and other fora.

3. Objects of the Federation:

- to organise and unite the members of the teaching and lecturing profession in Ireland;
- to regulate the relations between members and between them and their employers;
- to protect and promote the interests of members;
- to safeguard and improve the conditions of employment of members;
- to provide services for the benefit of members;
- to promote the interests of Education;
- to safeguard and improve Education standards;
- to express the collective opinion of members with particular reference to matters affecting education and the teaching and lecturing profession; and
- to cultivate a spirit of co-operation with kindred organisations.

4. Federation competence:

The following areas could be considered for competence initially:

- (i) Teaching Council
- (ii) Benefits, e.g. car plans.
- (iii) Relations with ICTU, EU, OECD, EI and ETUCE
- (iv) Trade Union Training
- (v) Health and Safety
- (vi) Pensions
- (vii) Equality

Competence in other areas might be agreed on a phased basis by the respective executives.

5. Structure:

The Federation will have a Management Council comprised of representatives of the four unions on a basis to be agreed. Competence as agreed will be delegated to the Council on a phased basis.

6. Staff:

The Federation will employ or second staff, jointly funded, to deal specifically with those areas within the agreed competence of the Federation.

7. Decision Making Process for Federation:

- (a) Every effort will be made by the federal council to reach a consensus view on any issue on which the council is required to decide. If a union declares, prior to a matter being decided formally by the unions, that an issue is one of singular and exceptional importance to the sector or members which it represents, the decision will require the assent of all unions.

8. Process for Establishment of Federation:

- (i) Legal advice be sought on the establishment of the Federation.
- (ii) Advice on funding be sought from the Department of Enterprise, Trade and Employment.