



WE ARE IFUT

End the Abuse of Precarious Contracts for University Staff

As an IFUT member, what can you do?

As IFUT members, we are aware that many of our colleagues are employed on fixed term contracts, casual contracts and hourly paid contracts. Many IFUT members condemn the increasing casualisation of the university workforce, and the precarity which our colleagues face, but quite often do not know how to tackle the issue in the workplace.

Together we can effect positive change in our workplace. Reducing precarity and casualisation not only impacts the worker on these contracts, but it positively impacts the institution and the quality of the teaching, research and student experience. Together, we can take a stand for quality work in every higher Education institution in Ireland.

Every IFUT member can play a part in this campaign. Get involved today!

What IFUT stands for

- The advancement of higher education of research
- The promotion and protection of academic freedom
- The safeguarding and advancement of terms and conditions of employment
- The safeguarding and advancement of professional interests
- The provision of appropriate benefits

ACTION POINTS

Existing Members Can Take

1 Ensure precarious employment is always on the local IFUT agenda for union meetings, and negotiations.

2 Survey precariously employed staff on the issues they want the union to include in its negotiations.

3 Invite precariously employed staff to staff meetings and union meetings. Challenge a culture which does not encourage precariously employed staff to participate in committees and campus activities.

4 Ensure hourly paid, casual and fixed term staff are on staff email lists for your department.

5 Ensure precariously employed staff are included in informal workplace gatherings, WhatsApp groups, coffee mornings etc.

6 If workplace policies treat precariously employed workers unfairly, challenge them with your fellow IFUT members (e.g. who can access library, staff rooms, IT facilities etc).

7 If there are staff hired on fixed term contracts, put them in contact with their local IFUT representative for advice.

8 If their contract is due to expire, raise this in staff meetings.

9 Encourage precariously employed staff to join IFUT, and assure them they are welcome to become active in IFUT.

10 Distribute IFUT “Know Your Rights” leaflets to new starts.

11 If your teaching time is being bought out to allow you to concentrate on your research or other activity, argue for appropriate time for the person who will undertake your teaching to carry out the role, including time for providing support to students.

12 Many IFUT members are also managers of staff on precarious contracts. Raise this issue with HR and see if there are alternative ways of engaging workers on better conditions. Try to use permanent contracts as the norm and proactively challenge the automatic use of fixed term contracts to fill vacancies.

13 If there are people on hourly paid contracts, try to get them moved to fractional contracts to give greater security to the individual and transparency to the school.

14 Do not accept zero hour contracts for people working in your school.

15 Ask other departments for examples of good practice.

16 Do not accept contract of shorter duration than you reasonably expect the work to take, especially 11 month contracts designed to break a worker’s service.

17 Let it be known that staff are encouraged to join IFUT.

Join IFUT today