

FILE COPY

A. H. McCarthy

**IRISH FEDERATION
OF
UNIVERSITY TEACHERS**

NEWSLETTER

VOL 1 NUMBER 1

NOVEMBER 1973

EDITORIAL

Last year an effort was made to improve communication with members by circulation of two progress reports in addition to the usual circulation of Council reports and the Secretary's report. This year the progress report is being extended into Newsletter form. This is the first number and is intended to outline current activities of Council and to highlight those of major interest. It is hoped that through it members will be better informed and will be encouraged to take more interest in the affairs of IFUT. Comments from members will be gratefully received.

J. L'Estrange,
Hon. Secretary.

CONTENTS

- 2... List of Council members and officers.
- 2... Interim Secretary's report to incoming Council
- 4... Salary matters
- 6... EEC and mutual recognition of degrees
- 7... Research financing in the Universities
- 8... Unionization
- 10... Report on the Association of University Teachers in the U.K.

MEMBERSHIP OF COUNCIL FOR 1973-74

T.C.D.

Dr. A.K. Asmal (Law); Mr. L.A. Cameron (Education);
Mr. P.L. Chambers, (Pharmacology); Prof. G.W.P. Dawson (Genetics);
Dr. D. Dickson (History); Dr. P. Florides (Applied Maths);
Mr. T. Jackson (German); Prof. G.E. Mitchell (Geology);
Prof. M.O. Murchu (Irish); Prof. A.J. Otway-Ruthven (History)
Dr. A.A. Pakenham-Walsh (Business Studies); Dr. J.P. Pittion (French)

U.C.D.

Dr. O. Delaney (Psychology); Prof. J.C. Dooge (Civil Engineering)
Prof. J. Kavanagh (Plant Pathology); Dr. J.J. Kelly (Chemical Eng.)
Dr. J.L.L'Estrange (Agricultural Chemistry); Prof. C.O. Clerigh
(Linguistics); Mr. P.O. Flynn (Chem. Engineering); Dr. H.O. Neill
(Economics); Dr. M. Ryan (Zoology) Prof. P. Meenam (Medicine)

2 further delegates to be appointed

U.C.G.

Dr.R.Butler (Chemistry); Mr.F.Kelly (French); Dr.M.McDonald (Botany); Mr.D.O'Clearbhaill (Economics); Prof.D.O'Donovan (Physiology); Prof. L.Reynolds (English).

ST. PATRICK'S COLLEGE, MAYNOOTH

Prof. E. McDonagh; (Moral Theology); Rev.M.McGrail (Sociology); Prof.G.Meagher (Old Testament); Prof.J.Spellman (Maths Physics);

R.S.C.I.

Prof.P.T.Moore (Biochemistry); Prof.B.Rooney (Anatomy).

U.C.C.

Prof.J.Cunningham (Chemistry); Dr.G.Barden (Philosophy)
Mr.Ronnie Swain (Applied psychology); Dr.Joachim Beng (German)
Dr.Mathiu MacConmara (French); Dr.Colin Ross (Biochemistry);
Mr.Sean O'Connor (Law).

OFFICERS

At a meeting of Council held on 24th Nov. 1973 the following officers were elected:

Chairman: E. McDonagh; Deputy Chairman: M.O'Murchu;
4- Hon.Sec.: J.L'Estrange Hon.Treas: D. O'Clearbhaill

STANDING COMMITTEE

This committee was formed last year to expedite the business of Council and to improve contact between individual Staff Associations and IFUT.

11 } Its present membership comprizes the officers of IFUT (as above) along with the chairman of each ASA as follows:

7 A.K.Asmal (T.C.D); P.J. O'Flynn (U.C.D); J.Cunningham (U.C.C);
D.O'Donovan (U.C.G); P.T. Moore (R.C.S.I); J.Spellman (Maynooth)
In addition, G.Barden (U.C.C) has been co-opted to the committee.

X INTERIM SECRETARY'S REPORT TO INCOMING COUNCIL

The following is a list of the main business completed by the outgoing Council:

1. Memorandum on the H.E.A. Report on University Recognition - released Dec.1972.
2. Representation to the Minister for Posts and Telegraphs following dismissal of the R.T.E. Authority - released Dec.'72.
3. Representation to the N.U.I. Senate on entrance conditions in the N.U.I. Colleges for students from Northern Ireland - Dec. 1972.
4. Memorandum outlining proposals for a Conference of Irish Universities - Feb.1973.
5. Press statement on Political office and University Teachers - Feb. 1973

6. Completion of report on Irish and Textbooks in Irish - April 1973.
7. Co-ordination of A.S.A's anomaly claim, resulting in the awarding of the claim by the Labour Court in June 1973.
8. Circulation of memorandum on the College's document on Common salary scales for academic staff.
9. Completion of report on the funding of science in the Universities, submitted to the N.S.C. in June 1973.
10. Submission to the Minister for Foreign Affairs requesting the setting up of Representative Body to keep under review developments in the E.E.C. affecting Universities and other higher level Institutions. - August 1973.
11. Acceptance of the Federation as a members of I.A.U.P.L., with E. McDonagh elected to its executive committee and J.J.Kelly and D.I.F. Lucey appointed to its Council.
12. Decision taken to join the National Conference for Education in Ireland with Dr.P.Ryan and Mr. Cameron appointed as delegates.
13. Formal relationship established with the A.U.T. branches in Queen's University, Belfast, and with the central body of the A.U.T. in London.
14. Means of Unionization for IFUT fully explored. Two ballots for members held and draft proposed New Constitution for IFUT as a union circulated to members.
15. A Seminar on "Education in Ireland Today" held in Nov.1973.
16. An IFUT "Wine Club" formed.

OUTLINE OF ACTIVITIES FOR THE INCOMING COUNCIL

A. ONGOING.

1. Unionization - (a) Completion of new Constitution for adoption by members;
 - (b) Recruitment of members;
 - (c) Examination of extension of membership to include other categories of staff;
 - (d) Acquisition of office space;
 - (e) Employment of full time Executive Secretary

Outgoing Sub-Committee - E. McDonagh, J.L'Estrange
A. Clarke, D.Lucey, P.O'Flynn, K.Asmal, P. Moore,
K. Dunican, G.Meagher, O.Delaney, F.Kelly,
D. O'Cearbhaill.
2. Salary Matters -
 - (a) Post Devlin Awards, National Wage Agreement;
 - (b) Preparation of machinery for Salary negotiations
 - (c) Further examination of grading scheme for academics in the different colleges.

Outgoing Sub-Committee - D. Lucey, J.C.Dooge,
K. Asmal, G.Meagher, A. Clarke, D. O'Cearbhaill,
P. Moore.
3. Information and Services for members - a need for further expansion.

Outgoing Sub-Committee - P. Chambers, A. O'Brien,

4. Conference of Irish Universities - Review of developments in the Colleges and possible action to promote.
Outgoing Sub-Committee - G. Dawson, J. Cunningham, G. Hand, P. Masterson, C. O'Hainle, A. Rodaigh.
5. Relationship between IFUT and other Third Level Institutions -
Interim Report already presented.
Outgoing Sub-Committee - O. Delaney, A. O. Rodaigh and L. Cameron.
6. Financing of Research in the Universities - Report to be finalized to cover both Arts and Science areas.
Outgoing Sub-Committee - J. Cunningham, G. Dawson, J. Kavanagh, P. Chambers, C. O'Hainle.
7. Mutual recognition of degrees & Professional qualifications -
Need to promote further setting up of representative body by the Government. Need also to formalise liaison with University Association in the E.E.C. countries.
Outgoing Sub-Committee - D. Connell, D. Lucey, F. Kelly, and S. Hanly.
8. Comhairle na n-Ospideal - Submission on its recent report to be finalised.
Outgoing Sub-Committee - G. Dawson, J. Hall, R. T. W. L. Conroy and P. Chambers.
9. Publication of Proceedings of recent Seminar - Editor R. D. Edwards.
10. Contribution on activities to the Education Times - A. Clarke.

B. POSSIBLE NEW AREAS OF ACTIVITY.

1. Examination of proposed Government white paper on Education.
2. Examination of Pension and Superannuation schemes in the Universities.

- - - 0 0 0 - - -

SALARY MATTERS

As outlined earlier there are a number of areas of activity under this broad heading. It is proposed to reconstitute this subcommittee as the negotiating committee on salary, grading and conditions of employment, which will be known as the negotiating committee.

Most members are probably aware of the recent decision of the colleges to grant the increases to staffs as follows:

- i) the 10th round increase as from 1st June 1966 to those previously excluded from part or all of this award. S + AS
- ii) the anomaly award, without the overriding maxima, with full retrospection to October '70 and April '71 (the full amount to those previously excluded from this award, and an amount to make up the full 10% to those who had already received the award to a maximum of £280.)

The Colleges obtained agreement from the Department of Education to apply these increases following a Labour Court decision to grant these awards to Secretaries and Assistant Secretaries in the Civil Service. The agreement was readily forthcoming, due of course to the success of the joint ASA claim, coordinated by IFUT, at the Labour Court in June, and which was fought on the principle of comparability between academic staff and certain grades in the Civil Service.

The present salary level of academic staff in the various colleges is summarized as follows:

SALARIES OF FULL-TIME NON-CLINICAL ACADEMIC STAFF IN IRISH UNIVERSITIES, WITH EFFECT FROM JULY, 1973 (i.e. incorporating the FULL "Anomaly" award and the Fourteen Round Phase 1).

| GRADE | UCC | UCD | UCG | TCD |
|---------------------------|-----------------------------|---|--|--|
| Assistant | 2,358 x123(2) 2,604 | 1,911 x97(2) -2,105 | 1,983 x102(2) -2,187 | (Jun.Lect.) 1,969 x126(4) -2473 |
| Assistant Lecturer | 2,793 x123(5) -3,408 | 2,195 x122(7) -3,049 | (Jun. Lect.) 2,259 x93(10) -3,189 | (Lecturer) 2,617 x154(7) 3,695 (BAR) |
| College Lecturer | 3,579 x126(5) -4,209 | 3,232 x154(7) -4,310 | | x154(4) -4,311 |
| Statutory Lecturer | 3,402 x126(10) -4,662 | 3,737 x110(1) - 3,847 x154(7) - 4,925 | 3,453 x123(10) -4,683 | |
| Senior Lecturer | | | | 4,001 x154(6) -4,925 |
| Reader | 4,157 x124(10) -5,397 | | | |
| Associate Professor | 4,809 x186(5) -5,739 | 4,274 x186(6) -5,390 | | 4,274 x186(6) -5,390 |
| Professor (General Grade) | 5,211 x186(5) -6,141 | 4,977 x186(6) -6,093 | 5,043 x135(8) -6,123 | 4,977 x186(6) -6,093 |
| Professor (Other Grades) | | B:5,213 x186(6) - 6,329 | | |
| | | A:5,528 | | |

THE "10% ANOMALY" HAS BEEN APPLIED TO MARRIAGE BUT NOT TO CHILD ALLOWANCES, SO THAT UCD, TCD AND UCG NOW HAVE A MARRIAGE ALLOWANCE OF APPROX. £118, WHILE UCC DOES NOT HAVE A MARRIAGE ALLOWANCE. CHILD ALLOWANCE IN CORK IS £ 87 AND IS £75 IN UCD AND TCD, BEING ABOUT THIS AMOUNT IN UCG ALSO.

(Break-even point in Cork is now an average of TEN children under 18 throughout one's whole teaching career!!!!!!)

RCSI SCALES ARE APPROXIMATIONS OF THE TRINITY SCALES, WHILE MAYNOOTH SCALES ARE GRADUALLY MOVING TOWARDS THE ABOVE PATTERN.

-- -- 0 0 0 -- --

EEC AND MUTUAL RECOGNITION OF DEGREES AND PROFESSIONAL QUALIFICATIONS

Article 57 of the Rome Treaty provides for the issue of directives by the EEC for the mutual recognition of diplomas, certificates and other evidence of qualifications.

Council set up a subcommittee to examine the situation and its implications for Irish Universities.

Arising out of this, a request was made by Council to the Minister for Foreign Affairs, Dr.G.FitzGerald, in August '73 as follows:

"that the Government establish a body with representatives of the Universities, the Royal Irish Academy, the Higher Education Authority, the Irish Federation of University Teachers, Professional bodies, the Department of Foreign Affairs and the Department of Education, which would keep under review, developments in the European Communities affecting Universities and other higher level institutions, and especially professional and vocational education and training."

On the 6th October, D.Lucey and J. L'Estrange represented IFUT at a meeting of EEC University teachers organizations, organized by the AUT in London, to discuss the implications of the treaty of Rome on University courses and University Staff in the EEC.

Important points raised included:

- i) The concern that the European Commission in attempting to implement Article 57 of the Rome Treaty in connection with the mutual recognition of qualifications was also seeking to harmonise courses of study necessary to achieve those qualifications, by EEC directives.
- ii) The need to concentrate on quality of education rather than quantity.
- iii) The need to avoid bureaucracy in teaching and the imposition of one system of teaching.
- iv) The lack of information and consultation from Brussels and from Government departments on these issues.

Recommendations

That representations be made to government departments and to the HEA to seek that existing sources of research grants to the universities be supplemented (but not replaced) by new sources of research grants, e.g. from governmental funds channelled into university research grants through state or semi-state bodies. That existing schemes be expanded so as to make it possible and attractive for suitably qualified honours graduates of Irish universities to undertake postgraduate training in research in ALL university disciplines.

Vast improvements in the existing pattern of INDIRECT support for research should be sought through agitation for inter alii:

- i) Improved staff/student ratios;
- ii) Effective arrangements for sabbatical leave directly funded by HEA;
- iii) More effective and more closely coordinated library and computer facilities;
- iv) Transferable pension rights between universities, research institutes and industry.
- v) Greatly enhanced funding of technical services.

- - - 0 0 0 - - -

PROGRESS ON UNIONIZATION

At a meeting of Council on 24th Nov. progress on Unionization was reviewed.

Constitution: The drafting of the proposed constitution into rule book form is continuing and is taking note of suggestions made at ASA general meetings and at the IFUT general meeting on 2nd Nov.

The main items of contention will be discussed by the Council on Dec. 8th before being sent out to the ASAs and individual members for discussion and comment. It is envisaged that Council, in the light of these discussions will prepare and present a final draft for adoption at a General Meeting of IFUT in late January or early February.

Recruitment - A recruitment subcommittee comprising the Hon. Sec. and Hon. Treasurer of IFUT and of each ASA has been formed. Noting that application for recognition as a Trade Union must include £5,000 deposit with the High Court and that membership must be at not less than 500, the subcommittee have been instructed by Council to proceed with obtaining provisional membership of IFUT as an Independent Union.

Regarding the £5,000 deposit, this may be partly in money or

shares. Interest derived from these stocks have to be paid by the Court to the Union.

Three methods of raising this amount are open to Council:

- i) From the paid up subscriptions of £15 or part thereof from each member.
- ii) By members, if they so wish, paying a sum of £50 to us as their total subscription for four years. It is sincerely hoped that many of the senior staff, who have or are due shortly to receive an increase in salary with substantial retrospection, largely as a result of ASA and IFUT action, will avail of this method.
- iii) Through members depositing for the use of IFUT some of their own monies or stocks and shares, to be deposited in the High Court, the monies derived thereof to be paid to the members concerned.

This arrangement would also have to include an agreed procedure for subsequent withdrawal of such monies to be replaced by monies from IFUT as total deposit of £5000 must remain with the High Court. Members who are interested in helping in this way should contact any of the officers of IFUT.

Subscriptions It has been suggested that the level of subscription at £15 is too high for junior members of staff and Council is at present considering fixing it at £12 for those earning less than £2500/ annum.

Council is also examining the feasibility of having the subscription paid monthly or quarterly. It should be noted that members who pay the full £15 and have already paid their ASA subscription will have the latter amount reimbursed. In the application form being circulated members may pay the full £15 or a sum of £5, the remainder to be paid as determined by Council.

- - - 0 0 0 - - -

Report of Meeting with the General Secretary of the AUT.

On Monday 5th November, Dr. Lucey (Hon. Treasurer) and Dr. L'Estrange (Hon. Secretary) met Mr. Laurie Sapper, General Secretary of the AUT to discuss organization aspects of the AUT and to arrange for future co-operation between the two bodies.

The following is an account of some of the important features of AUT which may be of interest in view of the present development of IFUT to form itself into an independent trade union. It can be seen that the relation between the AUT and the local branches resembles in many ways the present relationship between IFUT and the Staff Associations. It also sets an example of how Union and academic activities can be carried out successfully by the one organization.

Membership. The present membership is 25,000 which comprises about 80% of the Academic, Research, Library and Senior Administrative staff in the U.K. Universities. About half of the Vice Chancellors are also members. According to Mr. Sapper there have been no problems associated with the inclusion of Administrative Staff in the Association.

There is a small number of Associate members who are debarred for personal reasons from becoming full members. There are also Attached Members - staff away for a year or so, who are shared with similar organizations in other countries.

Role. The AUT is the only organization recognised by the Government, the University Grants Committee and the Vice Chancellors Committee to negotiate salaries and related conditions of service.

It also deals with fields of university development, student selection and maintenance, university government, collecting statistics on staffing and prospects, protecting academic standards and freedom, ensuring that research and teaching have equal claim in the professional life of academic staff and advising on Charters and Statutes. While it is a trade union it is not affiliated to the Congress of trade Unions.

Organization. The Council is composed of about 200 delegates from the various branches (up to five from each). It meets twice a year for two day meetings. An Executive Committee, about 30 in numbers meets about every two months. The professional staff are based at the Central Office in London. They comprise the General Secretary (equivalent in grade to a Professor) three senior administrative (equivalent to Senior Lecturers in grade) and some five

Much of the work is carried out by five major subcommittees:
Finance and House - deals with internal organization:

Salary and Grading.

Conditions of services.

Superannuation.

Education and Development.

At present they have National machinery for salary negotiations, set up about two years ago, and which involves the AUT the U.G.C. and the Government. They are reasonably satisfied with its operation.

Much of the work on grading and conditions of services is handled at local level. The central body sends out model systems for grading and for contracts and intervenes when necessary. Likewise promotion and appeals procedures are dealt with at local level and vary from University to University. At present a survey is being carried out of the grading and contract systems throughout the U.K.

Subscriptions and Recruitment. The central subscription is £6. In addition a subscription is paid to the local branch, which can vary from 50p up to £2. The local branch collects the subscription usually by arrangement with the College for deduction from salary, and forwards the central subscription to head quarters. There is a recruitment drive each September, with special leaflets, for academic, Research, Library and Administrative Staff. Also all salary increases are publicised in the form of large notices with the following statement appended "Staff who are not AUT members and who intend to take these increases made possible by their AUT member colleagues are invited to join the Association".

Training Courses.

The central office organizes yearly courses for the branch officers on negotiating procedures etc.

Academic Matters. Many of the academic/^{or professional} matters are dealt with at local level, though their central body also plays an important role e.g. its present involvement with mutual recognition of degrees and professional qualifications in the E.E.C.

An important feature also is the running of University Teacher Training courses for new staff annually, at most of the Universities, which are coordinated by the Central Body.

Future Co-operation with IFUT. The delegates discussed future co-operation between IFUT and the AUT. Arising out of this the General Secretary agreed to make available to IFUT all pamphlets sent out by the Central branch to the branch Secretaries and also twelve copies