

Irish Federation of University Teachers

***ANNUAL
REPORT
2014/2015***

Cónaidhm Éireannach na Múinteoirí Ollscoile

GENERAL INTRODUCTION

I have the honour for the 9th time to present my Annual Report to IFUT.

When this report is presented to the 2015 ADC I will make my annual General Secretary's speech. I will be followed, as per our recent practice, by the Deputy General Secretary who will outline in more precise terms than I will have done the actual details of the work IFUT does on behalf of our members. If recent history is any guide her report will be greeted with a sense of surprise that such a small organisation does so much.

So, this year that is the topic which I intend to focus upon in this, my general introduction to the Annual Report – the work that IFUT does and why we should be very proud of it.

IFUT prides itself on being both a trade union and a professional association. Clearly, in recent times (and in the context of this report in the past year) we have done tremendous work in the industrial relations area by fighting case after case (thankfully mostly successfully) on behalf of members who have experienced specific, employment-related problems. These range from being victims of unfair promotions procedures, to bullying, to unfair work-burdens, to being forced to work on cruelly insecure contracts and a myriad of other problems.

Yes, we can be enormously proud of our success rates in dealing with disputes of the nature set out above. It may, therefore, be tempting to believe that, since we do such good work in forums such as the LRC, the Labour Court etc. that we can happily define ourselves as primarily (even exclusively) an industrial relations organisation. But, to my mind, this would be a major mistake. It would, additionally, lead us to undervaluing what (and I hate clichés, especially of the marketing variety) is our “unique selling point” namely our status as a professional association as well as a trade union.

It is precisely because we focus exclusively on the constituency which we serve that we take so many cases of specific relevance to that constituency. Higher education professionals are assailed and undermined by precarious employment contracts, by manifestly unfair promotions procedures, by a constant belittling of their value and status, by the application by strangers of rules and procedures which far from enhancing our role actively undermine it, by managerialism, by the misallocation of resources away from our core mission and so on.

Only a union based in, and run by the profession we serve can tackle all of these issues in a coherent and effective way – in a way that ensures that, in pursuit of short-term gains we do not undermine our longer-term ambitions and values.

The narrative set out in the pages which follow is one of a union and a professional association which is uniquely suited to serve its members both current and future. We have no right to be smug. But we do have an entitlement to be proud of what we do and in this I include not just, or even primarily, the paid staff and officials, but also our exceptionally dedicated volunteers.

In the spirit of this pride and optimism I commend this report to the 2015 ADC for its approval.

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I. REMUNERATION/PAY AGREEMENTS

1. National Agreement

During the past year there have been no national negotiations concerning pay. In recent months there has been much talk regarding "Pay Back" Negotiations which are likely to commence shortly. This issue will be discussed at the ADC.

2. Application of 10% Pay Cut

In **NUIG** we are contesting a wrongful designation of a member as a "new entrant" and therefore liable to a 10% pay cut. The issue is currently at Rights Commissioner stage.

II. CONDITIONS OF EMPLOYMENT

1. Cases under the Fixed-Term Workers' Act

Once again in the past year IFUT has been the leading trade union with regard to cases taken under the Protection of Employees (Fixed-Term Work) Act 2003.

In **NUIM** (now known as **Maynooth University**) we defended two Rights Commissioners' Awards of Contracts of Indefinite Duration against a Management Appeal to the Labour Court. The result was that we won one and lost the other.

NUIM Two Hearings at the Rights Commission took place for one member in **NUIM** plus additional supplemental submissions were requested.

The Rights Commissioner's Recommendation rejected IFUT's claim on the grounds that our member was an occasional hourly paid employee which negated her rights under the 2003 Act.

A full Labour Court hearing took place in April where the Court supported IFUT's position. A further hearing is due to take place shortly. Further submissions have been sought from both parties.

One member who worked at **NUIM** for over twenty five years has succeeded in getting agreement for a CID and membership of the **Maynooth University** pension scheme through local level negotiations with Head Office. Discussions continue regarding pay and job title.

Three new cases for a CID are being pursued for the Language Centre.

One member's situation was regularized and he received a substantial amount of back pay before Christmas. IFUT is now trying to secure his job title to the status of academic as opposed to administrative staff.

IFUT is pursuing a case for one member for a CID under the Haddington Road Agreement (3 year

rule).

In **TCD** a case taken by us regarding the victimization of an employee for having taken a case under the Fixed-Term Work Act was rejected by a Rights Commissioner because he ruled that a worker had to be a Fixed-Term Worker **at the time of victimization** and otherwise had no 'locus standi' to pursue a case. We appealed this disturbing Decision to the Labour Court. A Hearing was held in July 2014 but adjourned for the parties to reflect and to see if a local settlement could be achieved. For personal reasons the member concerned has been unavailable so the issue has not progressed.

Also in **TCD** we took a case for a CID for a member who had been made redundant at the expiry of her contract but subsequently reemployed. The Rights Commissioner ruled against us on the CID issue but awarded compensation of €2,000 for other breaches of the Act.

TCD One member seeking a CID and reinstatement – made redundant mid-July. Referral to LRC under 1.6 PSA. LRC hearing has taken place. Awaiting date for Labour Court hearing.

IFUT is pursuing cases for regularisation and CIDs for two casual hourly paid members.

In **NUIG** a claim that the denial of a renewed contract was a breach of Section 13 of the Act was rejected by a Rights Commissioner and appealed by us to the Labour Court. A Hearing has been held and a Decision is expected.

In **CICE** the Department of Education approved the granting of a CID to one member without the need to go through procedures.

In **MDIE** we pursued two cases under the Fixed-Term Work Act both of which also had pay and increment implications. One was settled at local level and the other is awaiting a Rights Commissioner Hearing.

In **UCC** one member has been given a CID but in the wrong grade. The issue has been referred to a Rights Commissioner.

Two further CID cases are in process in **UCC**.

UCC One member has been successful in securing regularisation of his contract of employment and a CID through local level negotiations with IFUT HO.

UCD In two Cases – members' employment terminated.

IFUT sought CIDs at Rights Commissioner - cases successful - members reinstated.

Three cases seeking a CID referred to management. One resolved at local level and a further two cases have been referred to the Rights Commissioner.

IFUT sought a CID for a Tutor and was successful at local level negotiations. IFUT now pursuing regrading case. Hearing took place on 16

February 2015. Awaiting Rights Commissioner's decision.

We were also successful in getting CIDs for two Tutors and the issue of the number of hours work available now stands to be resolved at local level.

In **UCD** we are pursuing a case under Section 6 of the Act claiming that a member is being kept on a low rate of pay arising from his status as a Fixed-Term Employee.

In **UCD** we won a CID award at Rights Commissioner level and, unusually, UCD did not appeal it.

Also in **UCD** the Labour Court has just issued a very disappointing decision concerning a claim for a CID by an experienced Researcher. One interpretation of the Court's decision is that research is not a career at all but an apprenticeship. We need to consider the implications of this very carefully. One thing is certain and that is that **UCD** by making the argument that there is no such thing as a research career has done enormous damage to the cause of research in Ireland.

2. Disputes regarding Promotions and Claims concerning Upgrading

2.1 Tyndall Institute UCC In our report to the 2014 ADC we were optimistic that this long-running claim for Tyndall staff to receive parity of treatment with their UCC colleagues was moving towards resolution. Our optimism may well have been misplaced.

There was agreement that a Job Evaluation Exercise would be conducted by PwC Consultants. Unfortunately, PwC departed in several important aspects from the agreed Terms of Reference and they produced an appallingly inadequate and objectionable Report. Subsequently, Management refused to co-operate with us in drawing up an appropriate Appeals Procedure. The members of both unions involved (SIPTU and IFUT) have now balloted once again for industrial action and the situation remains very tense and fragile.

2.2 Language Assistants TCD & NUIG These long-running disputes were reported in our last Annual Report. Since then there have been positive developments.

In the **TCD** case a Rights Commissioner found in favour of our claim for a proper evaluation and fixed a fair date for retrospective payment. The Labour Court rejected TCD's appeal against this and confirmed the decision. The evaluation process which we had sought is now underway. The **NUIG** case went all the way to a full Labour Court Hearing. This adjourned to encourage more local engagement – an implicit rebuke to Management for their negative and standoffish attitude to the issue. Eventually, with the assistance of the LRC, we negotiated a very fair lump sum payment as the

member concerned has secured much better employment elsewhere. No doubt NUIG will only appreciate her true worth when they have to cope without her.

2.4 There was significant progress made in securing promotions for a large number of members in **UCD**. All of the work in this was done by the local Branch representatives to whom great credit and gratitude is due.

2.5 We succeeded in securing four additional promotional posts in **MDIE**.

2.6 Individual Promotion Disputes: Head Office is currently dealing with such disputes in **RCSI, MDIE, MICL, TCD** (one of which is awaiting a decision from a Rights Commissioner), **UCC (2), MU**.

2.7 NUIG IFUT pursuing a case for one member for promotion (as part of the equality claims at NUIG).

2.8 TCD IFUT is seeking a promotion to Head of Department for one member.

Rights Commissioner Hearing is scheduled for mid-May.

IFUT sought the promotion Associate Professor grade for one member.

A Rights Commissioner's Hearing has taken place and we are awaiting the Rights Commissioner's recommendation.

3. Implementation of Enhanced Redundancy National Agreement

Despite our victory in the Labour Court as set out in the last Annual Report **NUIG** refused to implement the National Agreement on Enhanced Redundancy Payments. We persisted with this through procedures and finally succeeded in getting the full agreed amounts paid to 5 members.

In **CICE** the Department of Education has just in the past week or so instructed the College that it can concede our claim on behalf of a member. Her case was expected to be heard in the Labour Court later this month.

A further case in **UCC** has also been referred to the Labour Court.

All Hallows Redundancy – This case referred to the Rights Commissioner, to the LRC and the Employment Appeals Tribunal. A Rights Commissioner hearing took place but the Commissioner decided to await the decision of the EAT.

The LRC refused to hear the case pending the EAT outcome.

We engaged legal assistance and achieved full payment of all monies outstanding including ex gratia payments which are outside of the EAT's remit.

MU One member resigned from the University and IFUT secured the full redundancy entitlement as per the Education Sector.

SPD One member resigned from her place of employment and IFUT secured the full redundancy entitlement as per the Education Sector.

4. Pensions

During the year we engaged the services of a very union-friendly pensions' expert, Mr Seán Couch. Seán has provided us with invaluable advice and has also conducted "Pensions' Clinics" in a number of Branches which have been very successful. Seán also offers (to IFUT members only) individual consultations for a very modest fee.

We have dealt with individuals with pension's issues in **TCD** (3) and **UCD**. We also about to embark on a review of pensions in **RCSI**.

5. Alleged "Overpayment" of Associate Professors NUIG

This issue remains unresolved despite our efforts in raising it nationally on a number of occasions including in meetings with the new Minister for Education. We intend to pursue the issue further in the "Restoration Talks".

6. Librarians

The IFUT Librarians' Group has not been as active recently as we had hoped. This is due, primarily, to the fact that representatives are quite simply too busy.

We have been working on issues with Library Staff in **RCSI**, **CICE** and **UCC**.

7. Car Parking in UCD

We have been engaged with the LRC in trying to reach agreement on the issue. We now have a proposal which is ready for balloting upon by our members and those of the other unions in UCD.

8. Breaches of Clause 6 of the Public Service Agreement

Clause 6 concerns the protection against compulsory redundancy in the Public Service. Universities have asserted that Researchers are not covered by this protection and we have taken successful cases in **TCD** and **NUIG**.

9. Consolidated Contracts of Employment UCC

We are in dispute with UCC over their unilateral decision to issue "consolidated contracts of employment" which contain terms which have not been agreed by IFUT. The dispute is ongoing.

10. Correction of Pay Scale MICL

The Labour Court ruled for one member at MICL (case outstanding since 2002) who sought correction of his pay scale, that the benchmarking exercise excluded him from seeking parity with comparators in University of Limerick

Seeking Application of Incremental Scale for one member. One hearing has taken place. A new date has been set for 11th June 2015.

11.A Annual Leave RIA

IFUT is pursuing an issue at the **Royal Irish Academy** relating to a reduction of annual leave which does not apply to academic staff. Incredibly the Department of Education and Science views our members working in the Royal Irish Academy as non-academic staff.

11.B Royal Irish Academy

Since July 2003 a document issued by the IPA entitled "Organisation and Staffing Review of the Royal Irish Academy" has not been implemented. This evaluation by the IPA recommended that the Royal Irish Academy conduct a **thorough independent review of its staffing requirements and of the appropriate grades, qualifications and working arrangements required to achieve its goals.**

A subsequent Labour Court hearing took the above report into consideration when issuing its recommendation on 26th May 2009.

Labour Court Recommendation No 19534 *recommends that the parties should re-engage as a matter of urgency and should proceed to implement those recommendations within the report which affect the staff represented in this case by IFUT. If no agreement is reached within three months the case may be referred back to the Court for a definitive Recommendation.*

To date both the IPA Report and the Labour Court recommendation remain outstanding.

IFUT is now seeking implementation of Labour Court Recommendation.

The case was referred to the LRC under 1.24 of the Public Service Agreement 2010 – 2014. One hearing has taken place and another hearing is set for end of May.

12. Bullying and Harassment Cases, UCD

Bullying & Harassment case against one IFUT member.

Investigation completed. Claim not upheld. No disciplinary procedures implemented against our member.

One Group of members to engage in facilitation with management to re-establish good industrial relations.

We have assisted one member in pursuing a Health and Safety issue in one of the Laboratories.

We are also dealing with another issue of alleged harassment for one member.

13. Individual Cases

MU IFUT achieved extension to contract of employment for one member.

SPD Disciplinary hearing for one member. Member cleared of any wrong doing. Mediation offered to assist in restoring relationships.

TCD One member seeking benefit of free fees.

One member (who job shares) seeks return to full time work

One member was successful in achieving a full time contract.

UCC IFUT achieved extension to contract of employment for one member.

14. Individual Cases

Yet again we have been extremely busy dealing with individual cases which cover a wide variety of issues all of which are very important to the members involved.

In addition to the cases already mentioned we have dealt with the following number of cases:

RCSI: 3
SPD: 2
CICE: 2
MICAL: 1
TCD: 9
UCC: 4
UCD: 9
NUIG: 6
DIAS: 2
MU: 1

III. GENERAL CONTACTS

1. Education Unions

Relations with ASTI, INTO and TUI continue to be excellent. While there has been very little by way of movement towards actual mergers or amalgamations it is IFUT's view that the current levels of mutual respect and co-operation provide us with the essential benefits of unity. This year we also, for the first time, have worked with the TUI in organising a Joint Higher Education Seminar on the theme "Higher Education as a Public Good". Particular credit must go to the President, Rose Malone, for all the work put into this project.

2. Irish Congress of Trade Unions

The General Secretary and Deputy General Secretary represent IFUT at the Congress Public Service Negotiating Committee. It is this committee which will conduct the negotiations on behalf of the unions at the "Restoration Talks".

The Deputy General Secretary represents IFUT on the Congress Women's Committee.

Breandán Ó Cochláin, **NUIG** represents IFUT on the ICTU Retired Workers' Committee.

The President, Rose Malone and Saranne Magennis, **MU** have attended meetings on our behalf concerning Congress's proposal to establish a Trade Union College.

Agnes Tully, **NUIG** represents us on the Congress Health and Safety Committee.

Angela Flynn and Edward Lahiff (both **UCC**) are the IFUT representatives on the Congress Global Solidarity Committee.

3. Trades Councils

Our representatives on Trades Councils are as follows:

Dublin Council of Trade Unions: Hugh Gibbons, **TCD**.

Cork Council of Trade Unions: Michael Delargey, Incoming President, **UCC**.

Galway Council of Trade Unions: Alastair McKinstry, **NUIG**.

4. International Work

4.1 Education International The General Secretary has continued to serve on the Bureau of ETUCE, the European Region of Education International. He serves as European Treasurer.

4.2 ETUCE Supportive Environment Survey ETUCE agreed to organise and fund a major European Survey of Academics with regard to their attitudes and their perception of their role and their conditions of employment. Nine European Countries were selected to participate in this survey including Ireland. Dr Marie Clarke, **UCD** was one of the architects of this survey and her expertise and hard work were crucial in making the exercise a major success. ETUCE intends to use the published survey as a campaign tool in the battle to build a Supportive Environment for Academics in Europe. The report in booklet form has been presented to the Higher Education Ministers of the European Higher Education Area (EHEA). The Irish section of this landmark study will be published early in June 2015.

4.3 Higher Education and Research Standing Committee HERSC is the most prominent and active Standing Committee within ETUCE and IFUT has been very active within it from its inception. In the past year HERSC meetings have been attended by the General Secretary and the President.

4.4 EI 9th Higher Education and Research Conference This Biennial Conference is the World Organisation's equivalent of the Higher Education and Research Standing Committee of ETUCE. Its conference in November 2014 was originally scheduled to take place in Ghana. However, due to the outbreak of ebola it was relocated to Brussels. The conference was attended by the President and the General Secretary.

4.5 ETUCE Special Conference "The Future of the Teaching Profession" This conference was held in Vienna in November 2014. IFUT was represented by the President and the Deputy General Secretary. The General Secretary was

there in his capacity as the ETUCE Treasurer. All IFUT delegates spoke at the conference and the General Secretary also chaired one of the workshops. IFUT was given the honour of presenting the ETUCE policy paper on Early Career Researchers which was unanimously adopted by the conference.

4.6 EU Sectoral Social Dialogue in Higher Education Under the aegis of SSDHE a Joint Policy Paper on **Early Career Researchers** was agreed and published by ETUCE and the European Federation of Education Employers, EFEE. The General Secretary had a central involvement in this exercise.

4.7 TUAC The General Secretary represents IFUT on the OECD Trade Union Advisory Committee.

4.8 EQAR Daire Keogh, **SPD** continued as the ETUCE representative on the European Quality Assurance Register for Higher Education.

4.9 Other ETUCE Work In his capacity as Treasurer (Vice President) the General Secretary represented ETUCE at an EUA Seminar on University Funding, an EU Commission Seminar on E-Learning and at the Annual Conference of the Italian Teachers' Federation Eisculla.

4.10 Canadian Association of University Teachers CAUT requested IFUT to send a Speaker to their Council to speak on The Effects of Austerity on Higher Education. The President fulfilled this engagement on our behalf.

4.11 BIGTU The British and Irish Group of Teacher Unions represents all 11 such unions in Ireland and the UK. BIGTU has one meeting of all General Secretaries per year and one meeting of all Presidents and General Secretaries. To mark International Teachers' Day in October 2014 IFUT proposed, drafted and distributed the first ever Statement on Education signed by every union in the Group.

4.12 Palestinian Federation of Unions of University Professors and Employers The Executive extended an invitation to the PFUPE to make a solidarity visit to Ireland and to speak at meetings in a number of Colleges. It was hoped that this would happen in May or June but it now seems likely it may not take place until the Autumn.

4.13 Education International Holocaust Memorial Event, Auschwitz Camp The President, Rose Malone represented IFUT at this event.

4.14 Ukraine IFUT donated €500 to an ETUCE sponsored fundraising drive to rebuild the general headquarters of the Ukrainian Trade Union Movement which had been destroyed in the conflict.

4.15 Transatlantic Trade & Investment Partnership Over the past year we have been very active in opposition to the proposed TTIP. We have participated in campaigns jointly with BIGTU and ETUCE and also nationally to try to highlight the

potential damage to public services if this Trade Agreement goes ahead in its current form.

5. Bologna Follow-up Group (BFUG)

The General Secretary represents IFUT on the Irish Bologna Committee.

6. SCoTENS

The President, Dr Rose Malone represents IFUT on this body.

7. National Council for Curriculum and Assessment

We have been invited to put forward the names of representatives to sit on the NCCA during its new term which begins around now. We have also been invited to nominate a member on to the Early Childhood and Primary Education Board of the NCCA.

We have nominated Michael Delargey, Incoming President, **UCC** and Cathy Swift, **MICL** for the NCCA and Áine O'Neill, **CICE** for the Early Childhood and Primary Education Board.

8. Teaching Council

Dr Marie Clarke, **UCD** is the ICTU nominee on this body.

9. Qualifications & Quality Ireland

Dr Ann Louise Gilligan, **SPD** is the Minister's nominee on the Board of QQI. Tony O'Farrell, **MU** and Aidan Kenny, **TUI** are the Teacher Unions nominees on the Review Panel of QQI.

10. Alliance of Retired Public Servants

We have recently affiliated to this body. Such organisations are needed now more than ever given the break in the automatic link between the salary of current earners and pensions for those who are retired.

11. Education and Training Board

We made nominations to a number of ETBs. The appointing authorities are the local authorities in each case and, to date, none of our nominees has been appointed.

12. USI

We are pleased to report that relations with the Union of Students in Ireland are at an all-time high point. Both the General Secretary and Executive Member Aidan Seery, **TCD** have spoken at USI conferences.

13. Other Contacts

It has continued to be our practice to make small financial contributions in support of the following: the People's College, Sport Against Racism (SARI), Justice for Columbia, the Jim Connell Festival,

Amnesty International, Migrant Rights Ireland, Motor Neuron Disease Ireland, and the Irish Labour History Society. We also provide non-financial support to Scholars at Risk International and Global Schoolroom.

IV. EDUCATION & RESEARCH

1. Froebel College/MU

The amalgamation of Froebel with MU has gone well in the main. However, we have still not secured a satisfactory resolution to issues we raised prior to the move regarding appropriate placement within the university, of a small number of staff.

3. Review of Initial Teacher Education/Sahlberg Report

(i) There has little obvious movement concerning a linkup between **MICL** and **UL**.

(ii) **St Angela's College**: We have supported our TUI colleagues in their demands that **NUIG** negotiates with them concerning the future of their members post-Incorporation with **NUIG**.

(iii) The proposed linkup of the Schools of Education in **TCD** and **UCD**, **NCAD** and the Marino Institute will be reflected, not in institutional or governance changes, but by way of enhanced co-operation. This outcome is a better reflection of the wishes of **IFUT** members in **TCD** and **UCD**.

(iv) **CICE/MDIE/SPD+DCU** The most significant and important outcome from the Sahlberg ITE Report is the proposal to amalgamate **CICE**, **SPD** and **MDIE** with **DCU**. This historic development - assuming it goes to finality - will involve the closure of the **CICE** and **MDIE** campuses whereas "New **DCU**" will become a two-campus University based in **Glasnevin** and **Drumcondra**.

This project obviously has massive implications for all **IFUT** members involved and a very detailed and wide-ranging process of multilateral and multi-issue negotiations is ongoing. Developments in these talks are reported on on a monthly basis to the **IFUT** Executive. **IFUT** Head Office would like to acknowledge, and express gratitude for, the exceptional level of hard work and time that are our volunteer representatives in **CICE**, **MDIE** and **SPD** are putting into this process. We are also very grateful for the work which is being put in by the President, **Rose Malone**.

The question regarding union recognition in the New University has still not been resolved following **SIPTU's** failure to accept a proposal from Congress which was acceptable to **IFUT**, **IMPACT** and **UNITE**. The issue has now been referred to the Congress Disputes Committee.

It continues to be our position that we will not accept any outcome which does not preserve our representational rights in this College.

4. Higher Education Grants Review Body

Dr Marie Clarke, UCD sits on this body as the nominee of the Minister for Education.

5. Defend the University Campaign

After an initial period when the campaign was active and visible the pace has now slowed considerably. This is due in large part to the absence on leave of some of the main leaders of the campaign. Nonetheless, the campaign has left a legacy of good work (which is being copied internationally) and it is hoped to build upon this in the coming year.

6. Organising Casual Academics and those in Various Forms of Precarious Employment

Substantial and painstaking work has been done at Head Office level to reach out to, organise and represent academics in precarious employment such as Researchers, Tutors, Occasional Lecturers, Language Assistants etc. We have been happy to provide support to Third-Level Workplace Watch an organisation which brings together employees on precarious contracts to fight for more security and better treatment.

7. Intellectual Property

At Council level there have been useful and productive discussions and a short paper on the topic was prepared by our colleague **Dónall MacDónaill, TCD**. This is an area of growing importance and will require our continuing and enhanced attention.

8. Education Research Centre

Educational Research Centre is moving to the Inspectorate at the Department of Education and Science. Meetings and discussions are ongoing. Awaiting completed Transitional Agreement from the Department of Education and Science.

9. Higher Education Bills going through the Oireachtas

The Executive has recently appointed a small Group tasked with advising **IFUT** in relation to draft legislation concerning Higher Education. The members of this Group are **Rose Malone**, President; **Michael Delargey**, Incoming President; **Joe Brady, UCD**; and **John Walsh, TCD**.

10. Expert Group on Fixed-Term and Part-Time Employment in Lecturing

This body was established under the Haddington Road Agreement. **IFUT** is represented on it by **Dr Marie Clarke, UCD**. We have sent a number of written submissions to the Expert Group and the

President, the General Secretary and Dr Clarke met with the Expert Group Chairman Mr Michael Cush SC.

11. Study of Zero Hours and Low Hours Contracts

This study is being carried out by the University of Limerick on behalf of the Minister for Business and Employment, Mr Ged Nash. Education is specifically included. The General Secretary has been interviewed by the Researcher carrying out the study and he has supplied him with written papers on the topic.

12. Expert Group on Future Funding for Higher Education

This Group was established by the then Minister for Education and Skills, Mr Ruairí Quinn. IFUT has made a written submission to the Group and participated in a Consultative Seminar on the topic.

V. ORGANISATION & COMMUNICATIONS

1. Membership

The total membership of IFUT is 2,248 compared to 2,172 last year. The breakdown of this is as follows (last year's figures are in brackets): 1,553 (1,579) on higher rate of subscription, 241 (171) on lower, 43 (31) on leave of absence and 411 (391) retired. Details of Branches are given in Appendix A.

2. Membership Plus

The feedback we get is that this scheme is appreciated by most members and some savings achieved have been significant. Like all such schemes, however, it could probably benefit from greater awareness and the publicity to achieve this.

3. Executive and Trustees

The Executive met 11 times during the course of the year.

The Members of the Executive are: Rose Malone, MU (President); Michael Delargey, UCC (Incoming President); Anthony Harvey, (RIA) Central Branch / Vice President-Finance, Aidan Seery, TCD; Russell Higgs, UCD; Angela Flynn, UCC (Eoin Sheehan alternate for Angela); Breandán Ó Cochláin, NUIG; Peter Murray, MU; John O'Flynn, SPD; Cathy Swift, MICL; and Áine O'Neill, CICE..

At a meeting of the Executive held on 11 June 2014 Dr Anthony Harvey, (RIA), Central Branch was elected as Vice President-Finance.

The following **Trustees** were re-elected at the 2014 ADC: Gerard Jennings, NUIG; Maureen Killeavy, UCD; Gerard Enright, MICL.

4. Council

The Council met three times during the year.

5. IFUT Bursaries

As part of our 50th Anniversary celebrations we awarded five Bursaries of €2,000 each to students in support of a wide variety of research projects. Our thanks are extended to the judges, Dr Caroline Hussey and Dr Patrick Clancy and to the organiser of the competition the President, Dr Rose Malone.

6. IFUT Award for Excellence in Writing on a theme connected with Higher Education

The entries received which have been of a high standard are awaiting final adjudication by Professor John Horgan and Professor Áine Hyland. Once again we are grateful to the President Rose Malone for working on this task.

7. Meeting with Minister for Education and Skills, Ms Jan O'Sullivan

The President, the General Secretary and the Deputy General Secretary had a useful meeting with the Minister and her Officials and the discussions ranged over a number of items of concern and interest to IFUT. The Minister kindly accepted our invitation to attend our Annual Delegate Conference.

8. Head Office Staff

It has become almost a cliché to say that the workload of the three Head Office staff was at unsustainable levels. In the past year this was quite literally true and the Executive and Council agreed that the General Secretary would have to deal with the issue. As a consequence we have engaged Ms Johanna Treacy on an occasional basis. Johanna has assisted with IFUT Clinics, a major "Meet and Greet" event in NUIG, implementation of our file management protocols and engagement with members. This arrangement is subject to ongoing review.

9. IFUT Contribution Rates

Once again we left the contribution rates as they have been for the past number of years with the exception that we decided to no longer have a special rate for Fixed-Term Employees per se. The reduced rate of €17 per month will continue to apply for those on lower salaries.

10. Insurance Policy

Following consultation with our Teacher Union colleagues we have been strongly advised that it is best practice that unions such as ours should have Professional Indemnity Insurance, Cyber Liability Insurance and Insurance which protects those

acting on behalf of IFUT from legal proceedings. This enhanced insurance regime has just come into force and we will therefore notice an increase in this expenditure in the Accounts in 2016.

11. IFUT Website

During the year much work in preparation for a major upgrade of the IFUT website has been done by a small group comprising the Deputy General Secretary, David Murphy, **UCC** and John Dunnion, **UCD**. The new changes should come into effect in the next few months and we are in gratitude to our volunteer representatives for their hard work on the project to date.

*Mike Jennings,
General Secretary.*

6 May 2015

IFUT Initials

AH	All Hallows
CB	Central Branch
CICE	Church of Ireland College of Education, Rathmines, Dublin
CITC	Church of Ireland Theological College
DDH	Dublin Dental Hospital
DIAS	Dublin Institute for Advanced Studies
FROEBEL	Froebel College of Education
HRB	Health Research Board
MDIE	Mater Dei Institute of Education
MICL	Mary Immaculate College, Limerick
MITP	Milltown Institute of Theology & Philosophy
MU	Maynooth University
NERI	Nevin Economic Research Institute
NUIG	National University of Ireland, Galway
RCSI	Royal College of Surgeons in Ireland
RIA	Royal Irish Academy
SFI	Science Foundation Ireland
ST C	St Catherine's College of Home Economics, Sion Hill, Dublin
SPD	St Patrick's College, Drumcondra, Dublin
SPM	St Patrick's College, Maynooth (Pontifical)
TCD	Trinity College Dublin
UCC	University College Cork
UCD	University College Dublin

APPENDIX A

BRANCHES, BRANCH SECRETARIES & CENTRAL BRANCH CONVENORS 2014/15

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

- 1 **Trinity College Dublin (427/406) & Dublin Dental Hospital (11/11)**
Secretary – Rachel Moss, History of Art
Library Convenor – Seán Hughes, Berkeley Library
- 2 **University College Dublin (423/412)**
Secretary – Emma Sokell, Physics
- 3 **University College Cork (478/448)**
Secretary – Eoin Sheehan, Tyndall
- 4 **National University of Ireland, Galway (116/124)**
Secretary – Alastair McKinstry, ICHEC
- 5 **Maynooth University (301/288)**
Secretary – Jeneen Naji, Media Studies
- 6 **Royal College of Surgeons in Ireland (70/66)**
Secretary – Celeste Golden, Admissions Office
- 7 **St Patrick's College, Drumcondra (168/159)**
Secretary – Andrew O'Shea, Education
- 8 **Church of Ireland College of Education (20/23)**
CICE Convenor – Jacqueline Fallon, Early Education
- 9 **Mary Immaculate College, Limerick (141/147)**
Secretary – Cathy Swift, Irish Studies
- 10 **Central (93/88)**
 - ALL HALLOWS COLLEGE (3/2)
Convenor – Vacant
 - CHURCH OF IRELAND THEOLOGICAL COLLEGE (1/1)
Convenor – Patrick Comerford, Spiritual Formation
 - HEALTH RESEARCH BOARD (3/3)
Convenor - Joan Byrne, Microbiology
 - DUBLIN INSTITUTE FOR ADVANCED STUDIES (16/15)
Convenor (Senior Professors/Registrar - Vacant
Convenor (Non-Sen. Prof. Staff Group) – Vacant
 - MATER DEI INSTITUTE OF EDUCATION (35/31)
Convenor – Michael Hinds, English
 - NEVIN ECONOMIC RESEARCH INSTITUTE (1/1)
Convenor – Mícheál Collins, Senior Research Officer
 - ROYAL IRISH ACADEMY (20/20)
Convenor - Anthony Harvey, Dictionary of Medieval Latin from Celtic Sources
 - SCIENCE FOUNDATION IRELAND – Elena Martines (1/1)
 - MILLTOWN INSTITUTE OF THEOLOGY & PHILOSOPHY - c/o Head Office (3/3)
 - ST CATHERINE'S COLLEGE OF EDUCATION FOR HOME ECONOMICS - c/o Head Office (9/10)
 - EX-CARYSFORT - c/o Head Office (1/1)

APPENDIX B

COUNCIL & EXECUTIVE 2014/15

*(Executive: President and 10 Members)

BRANCH ENTITLEMENT

DEPARTMENT

TCD 9/9 + 1 Exec

Dónall A. MacDónaill	<i>Chemistry</i>
Hugh Gibbons	<i>Computer Science</i>
*Aidan Seery	<i>Education</i>
Pat Wall	<i>Education</i>
John Walsh	<i>Education</i>
Liam Dowling	<i>Electronic & Electrical Engineering</i>
Cormac Ó Cuilleanáin	<i>Italian</i>
Seán Hughes	<i>Library</i>
Gobnait Byrne	<i>Nursing & Midwifery</i>
Anthony McCashin	<i>Social Studies</i>

UCD 9/9

Paddy O'Flynn	<i>Chemical Engineering</i>
John Dunnion	<i>Computer Science</i>
Marie Clarke	<i>Education</i>
Maureen Killeavy	<i>Education</i>
Joe Brady	<i>Geography</i>
*Russell Higgs	<i>Mathematics</i>
Regina Joye	<i>Nursing & Midwifery</i>
Emma Sokell	<i>Physics</i>
Tina Hickey	<i>Psychology</i>

UCC 7/10

David Murphy	<i>Computer Science</i>
*Michael Delargey (<i>Incoming Pres</i>)	<i>Education</i>
Virginia Conrick	<i>Library</i>
Anita Wilcox	<i>Library</i>
Tom Andrews	<i>Nursing & Midwifery</i>
*Angela Flynn	<i>Nursing & Midwifery</i>
*Eoin Sheehan	<i>Tyndall</i>

NUIG 4/6

*Breandán Ó Cochláin	<i>Chemistry</i>
Catherine Emerson	<i>French</i>
Alastair McKinstry	<i>ICHEC</i>
Donal Leech	<i>Chemistry</i>

MU 8/8 + Pres

*Rose Malone (<i>Pres</i>)	<i>Education</i>
Brian Tubbert	<i>Froebel</i>
Brendan Bartley	<i>Geography</i>
Mary Gilmartin	<i>Geography</i>
Tony O'Farrell	<i>Mathematics</i>
Jeneen Naji	<i>Media Studies</i>
Aileen O'Carroll	<i>NIRSA</i>

Dermot Barnes-Holmes
Saranne Magennis
*Peter Murray

Psychology
Quality Promotions
Sociology

RCSI 0/4

None

MICL 4/6

Michael Finneran
*Cathy Swift
Gerard Enright
Patrick Connolly

Education
Irish
Mathematics & Computer Studies
Theology & Religious Studies

SPD 6/6

Eugene McNulty
Ruth McManus
Orla Nic Aodha
Maurice O'Reilly
*John O'Flynn
Michael O'Keeffe

English
Geography
Library
Mathematics
Music
Special Education

CICE 2/2

*Áine O'Neill
Orla Kelly

Special Education
B.Ed Dept.

CENTRAL 3/5

*Anthony Harvey (*Vice Pres-Finance*)
Kate O'Malley
Joan Byrne

DMLCS, RIA
Documents on Irish Foreign Policy, RIA
Microbiology, HRB-TCD

NOTE:

In addition to the President ex officio, there were entitlements to 65 representative places, of which 52 were filled. Therefore, there were 52 people on Council out of a potential 66.

APPENDIX C

IFUT COMMITTEES & WORKING GROUPS 2014/15

Standing Committee

EQUALITY

Joan Donegan, *Deputy General Secretary, (Convenor)*

Rose Malone, MU (*President*)

Marie Clarke, UCD (Outgoing President)

Cora Cregan, SPD

Maureen Killeavy, UCD

Aislinn O'Donnell, MICL

Edward McCann, TCD

Jeneen Naji, NUIM

Catherine Emerson, NUIG

Rita Collins, UCD

Cathy Swift, MICL

Angela Flynn, UCC

Orla Ní Aodha, SPCD

Finian O'Shea, CICE

Eithne McCabe, TCD

John Dunnion, UCD

Alastair McKinstry, NUIG

Saranne Magennis, MU

Phil Halligan, UCD

Mary Sharp, TCD

Michael O'Keeffe, SPD

Maurice O'Reilly, SPD

Tina Hickey, UCD

APPENDIX D

IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2014/15

British and Irish Group of Teacher Unions (BIGTU)

Education International (EI)

European Trade Union Committee for Education (ETUCE)
& its Higher Education & Research Standing Committee (HERSC)

Educational Studies Association of Ireland (ESAI)

Irish Congress of Trade Unions (ICTU)

& its Councils of Trade Unions in Dublin, Cork and Galway

Irish Labour History Society (ILHS)

National Women's Council of Ireland (NWCi)

Nevin Economic Research Institute (NERI)

Network for Education and Academic Rights (NEAR)

People's College (ICTU)

Standing Conference on Teacher Education North and South (SCoTENS)

Society for Research into Higher Education (SRHE)