

Irish Federation of University Teachers

IFUT
2016

Cónaidhm Éireannach na Múinteoirí Ollscoile

IRISH FEDERATION OF UNIVERSITY TEACHERS

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CÓNAIDHM ÉIREANNACH NA MÚINTEOIRÍ OLLSCOILE

IFUT 2016

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IFUT ANNUAL REPORT 2015/16

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GENERAL INTRODUCTION

It is my great pleasure to submit my Annual Report for the 10th time.

This Report deals with all of IFUT's work over the past year. It needs to be emphasised that such an amount of work could only have been done by a team – no individual could possibly do so much.

Obviously the most important colleagues on the IFUT team are the Deputy General Secretary and the Secretary/Office Manager. I cannot imagine that it is necessary, given what follows in the pages hereafter, to describe just how incredibly hard Joan and Phyllis work but it is nice to be able explicitly to express my gratitude and that of all in IFUT to them for this commitment.

I also wish to note the contribution of the other members of our team; our occasional support staff and, of course, our unpaid activists at local and national level.

When you bear in mind the quality of our team it is perhaps not surprising that once again we have achieved a (modest) increase in our membership numbers. However, what is surprising and quite remarkable is that we have increased our membership numbers every year without exception for the past 9 years. In other words, we have done so throughout the period of the worst financial and staffing crisis ever to hit the Higher Education Sector in Ireland.

Our teacher union colleagues can rely on fixed pupil:teacher ratios to keep staff numbers up in line with demographics regardless of finances. In our case, our student numbers have soared to unprecedented levels whilst simultaneously our staff numbers have fallen. To have grown our membership in such circumstances surely is a testament to the quality of the union which all of us have built together.

But, and there is always a but, can we be complacent? Can we rely on things always continuing as they have done? I do not believe that is reasonable or prudent. This level of output and effort is simply not sustainable indefinitely. On my recommendation the Executive has set up a special sub-committee to analyse IFUT's staffing needs in the foreseeable future. That is an important, prudent and sensible decision.

There will be changes in the years ahead which we must be ready to respond to. Some will be positive. If our economy improves we can but hope that at least some benefit will accrue to our sector by way of additional funding and an increase in staff numbers. Other changes will be more challenging. We need only remark that no one on our team is getting any younger. Enough said on that, for now.

In the coming year we, as an organisation, may be called upon to take some risks, to be prepared to spend money investing in our future, to bet on ourselves and our capacity to grow if we have the resources to foster such growth.

This ADC is not being asked to sign any blank cheques or to endorse proposals which are not even written yet. But I do ask that you be open and positive to the idea of giving our national office the space and capacity to take advantage of our potential for growth.

In this spirit combining optimism and challenge, I am proud to request your endorsement of this report.

I. REMUNERATION/PAY AGREEMENTS

1. Lansdowne Road Agreement

Talks on a National Agreement to succeed the Haddington Road Agreement commenced in May 2015 almost immediately after the 2015 ADC.

As usual, the talks were complex and divided into multiple strands. A final proposal was eventually negotiated to conclusion on 29 May 2015. The IFUT Executive discussed this document on 11 June 2015 and decided to postpone a decision on it until July. At the July meeting the Executive made arrangements for a postal ballot of all members. It was decided not to make a recommendation for or against acceptance but that a document setting out arguments for and against would be circulated. The ballot vote was counted on 14 September 2015 and the result was as follows:

| | |
|------------------------|--------------|
| Total Ballots Issued | 2,292 |
| Total Ballots Returned | 443 (19.33%) |
| Total Votes in Favour | 310 (70%) |
| Total Votes Against | 132 (30%) |
| Spoiled Votes | 1 |

In accordance with this mandate IFUT voted in favour of the LRA at the Special Meeting of the Public Services Committee of Congress which occurred shortly thereafter. The majority of unions voted in favour of the agreement.

Details of the agreement are available on the IFUT website.

2. Application of 10% Pay Cut

This case in NUIG referred to in the 2014/15 Annual Report was resolved to our satisfaction.

3. Incremental Scale

MICL Seeking Application of Incremental Scale for one member. Two hearings has taken place at LRC. Awaiting outcome from Rights Commissioner hearing.

TCD IFUT seeking correction of non-payment of increment for one member.

4. Pay Scales

MU Draft Policy on the Engagement of University Tutors ongoing.

RIA Threat to impose fundraising duties for salary purposes.

UCC IFUT seeking correction of pay scale at UCC for two Dental Nurse Tutors. Management has refused to go the Rights Commissioner. Now appealing to Labour Court.

II. CONDITIONS OF EMPLOYMENT

1. Precarious and Insecure Employment in our Sector is at Crisis Point

In IFUT, Head Office spends approximately 70% of our time on cases related to this phenomenon.

An excellent open meeting on this issue was organised by the UCC Branch on 14 April 2016.

2. The Expert Group on Fixed-Term and Part-time Employment for Lecturers

The terms of reference of this Expert Group was specifically limited on the insistence of the Department of Education to Lecturers. IFUT has objected and continues to object very strongly to the exclusion of all others, notably Researchers, from the remit of this Group.

Even though the Expert Group was scheduled to report in September/October 2015, no report has yet been issued. This disgraceful delay, it seems to us, is directly attributable to the fact that the Chair of the Group is preoccupied with private legal cases and the Department of Education is not nearly strong enough or motivated enough to enforce the agreed timelines. We have a few cases in UCD which are being held up by the absence of a report on this issue. Dr Marie Clarke, UCD is the IFUT representative on this Group and she shares the general frustration with these delays.

3. Cases under the Protection of Employees (Fixed-Term Work) Act 2003

In **UCD** apart from the cases delayed due to the non-publication of the Expert Group Report we have also advised several claimants regarding their rights under the Act and one claim is in process. One case - members' employment terminated. IFUT sought CID at Rights Commissioner in June 2015.

Case failed at Rights Commissioner.

One case seeking a CID referred to the Rights Commissioner. Hearing adjourned. Meetings taking place locally.

IFUT sought a CID for a Tutor and was successful at local level negotiations. IFUT now pursuing regrading case. Hearing took place on 16th February 2015. Recommendation received one year later suggesting outside investigation. Management refused. Appealed to Labour Court.

In **TCD** we have two CID claims ready to be served and three more cases in process. In another very disturbing case, despite the fact that we had won CID for a member, she was still being treated almost like a casual worker. The issue was eventually resolved by a voluntary redundancy package.

One member sought a CID and reinstatement – made redundant mid July 2015. IFUT was successful and member was granted reinstatement with retrospection of pay to the date of his termination of employment.

In **UCC** two CID claims were conceded locally. One other is being held back pending the publication of the Expert Group Report and one is due to be heard by a Rights Commissioner. One further case was resolved following a Rights Commissioner Hearing but we are now seeking redress for the fact that this member was, in effect, expected to do two jobs while he was pursuing his CID.

One member secured a CID, and an increase in pay and apportionment of FTE through local level negotiations.

One member secured a CID, and regularisation of salary pay through local level negotiations.

In another case we have just won at Rights Commissioner level our claim for a CID to reflect the correct working time of the claimant.

In **NUIG** we dealt with a case where the University was trying to make a member redundant due to the “expiry” of her contract even though she has a CID! We resolved this issue by finding alternative employment with no break in service. Another similar case is unresolved as the member is absent on long-term-illness.

In **MICL** one claim is being held back awaiting the Expert Group Report.

In **MDIE** we resolved two claims for CIDs.

In **MU** agreement reached for two member and discussions near completion regarding CIDs, Job title, Academic Status, Pension Schemes, increase in salary for 2 other members.

4. Promotion & Upgrading Claims

There are negotiations in **UCD**, **NUIG** and **UCC** regarding promotions in general. Individual promotion disputes are proving to be almost impossible to win at the Labour Court.

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

In **UCD** one such case, despite having exceptional merit, was dismissed quite disrespectfully by the Labour Court. A separate claim for significant upgrading for a Tutor appears to be resolved subject to final confirmation of the written contract.

In **TCD** we achieved a very satisfactory outcome to a very long-running claim for upgrading of a Language Teaching Assistant.

IFUT sought a promotion to Head of Department for one member. Failed at Rights Commissioner and appeal at Labour Court.

IFUT sought the promotion to Associate Professor grade for one member. A Rights Commissioner’s hearing has taken place and the case was

appealed to the Labour Court. The Labour Court criticized Management regarding the process and instructed a review but didn't give promotion.

In **UCC** one promotion dispute is awaiting a Rights Commissioner Decision.

In **MU** we have been pushing for the complete implementation of an agreement regarding Atypical Path to Promotion. However, in a separate case a Rights Commissioner displayed a clear unwillingness to listen to the arguments regarding an unfairly denied promotion. This case is now gone to the Labour Court on appeal.

In **CICE** we are close to agreement on the granting of six promotional opportunity posts.

In **RIA** to date both the IPA Report and the Labour Court recommendation concerning regrading remain outstanding. Two hearings have taken place. January and May 2015. Issue gone to the Education Implementation Body.

In **RCSI** a claim that promotion was denied on unfair grounds is ongoing.

In **Tyndall National Institute, UCC** this long-running claim continues. In our 2014/2015 report we said that the members had balloted for industrial action. One such strike was injuncted by the High Court on an application by UCC. On the margins of the Lansdowne Road Talks we brokered an agreement which allowed for a mechanism to have a sample appeal process put in place for upgradings. The process has had to go through several more WRC Conferences but a full-blown Appeals Process is now underway.

5. Redundancy/Severance Disputes

In **UCD** we are claiming that a failure/refusal to facilitate a return to work following a career break is, in fact, an attempt to enforce an illegitimate redundancy. The issue has been to a Rights Commissioner whose decision was inconclusive and is now on appeal to the Labour Court.

In **UCC** we continue to deal with a case where a member on long-term sick leave and income continuance has been unilaterally declared to be ‘retired’. There is another case of the compulsory application of a retirement at age 65. This case has been appealed to the Minister and is held up due to the current political situation.

6. Pensions

We have continued to avail of the services of Mr Seán Couch, Pensions Expert.

In **MDIE** we are engaged in a very serious dispute. IFUT and MDIE Management have been seeking access to the Public Service Pension Scheme for 14 years. Our members have even volunteered for Public Sector pay cuts to enhance their eligibility. Now we are being told that it is “not negotiable” for us to go to any scheme other than the modern, downgraded Public Service Scheme introduced for

“new entrants” on 1 January 2013. This is a major ongoing issue.

In **UCD** we are dealing with the issue of the denial of pension rights to certain grades.

We are also dealing with issues arising from the growing gap between the age of compulsory retirement (65) and the age for eligibility for State pensions. This has been an issue in **UCC** (see above), **TCD** and **RCSI**.

In **UCC** we have also dealt with a case where a member on long-term sick leave was forced to accept early retirement.

7. Librarians

We hope to revive the IFUT Librarians’ Group very shortly.

We have also dealt with issues in the Libraries in **UCC** and **RCSI**.

Our Library Section in **TCD** is very active and deals with most issues at local level.

In **CICE** we are dealing with the unilateral reduction in pay and grade of the Librarian. This long-running saga has been very frustrating due to the incredibly obstructionist and non-cooperation tactics of the Department of Education. We have lodged a formal complaint that the Department is doubly in breach of the Public Service Agreement. Firstly, by unilaterally cutting pay and secondly, by refusing to comply with the Dispute Resolution Clauses of PSA.

8. Car Parking in UCD

A proposal to resolve this issue was put to a ballot and the IFUT result was

| | |
|-----------------|-----------|
| Total Poll | 180 (43%) |
| Those in favour | 121 (67%) |
| Those opposed | 48 (27%) |
| Those undecided | 11 (6%) |

However, SIPTU and UNITE rejected the proposal and referred the issue to the Labour Court. In its subsequent Recommendation the Labour Court endorsed the original proposal with some additional palliative wording.

9. Alleged “Overpayment” of Associate Professors in NUIG

This issue was not resolved in the “restoration” Pay Talks as hoped (see 2014/2015 Annual Report). SIPTU, who are also involved, suggested raising it as a breach of the Public Service Agreement through the Education Sector Oversight Body for the PSA. Unfortunately, this body had been disbanded and there was an inordinate delay in getting it reconstituted which it now has been only very recently. It is hoped to get this dispute on to the Oversight Body’s agenda as soon as possible.

10. UCD “Research Integrity Policy”

We are dealing with a very serious case of a completely unjustified “investigation” of a member based on a “Research Integrity Policy” which has not even been officially adopted! Even the draft procedures laid down in this draft policy have been completely ignored and breached by Management. This is an extremely important case with significant implications not only for the member being so unfairly treated, but for our entire membership who, if this behaviour were to go unchallenged, would face a completely arbitrary process more akin to a kangaroo court or a show trial than a genuine means of maintaining high standards of integrity in research.

11. Bullying Cases

MU IFUT supporting one member in an alleged bullying case.

Investigation has taken place. We are considering the report from that process which did not find against our member.

IFUT supporting three members (working in the same Department) regarding an alleged bullying case.

UCD One Group of members working with management to re-establish good industrial relations and communications.

IFUT supporting one member in an alleged bullying case by one student.

12. Equality Tribunal

MU Pursuing case and possible referral to the Equality Tribunal under gender and age discrimination for one member.

UCD Case referred to the Equality Tribunal under gender and age discrimination for one member.

13. Fees Remission

TCD IFUT is assisting one member in pursuit of payment of fee remission.

14. Individual Cases

In addition to the above we have also been involved with individual cases as follows:

UCD: 2 x Sick Leave Disputes

TCD: 3 separate cases requiring individual representation.

IFUT is assisting one member’s return to a full-time post. Member currently on a job share post. Case is now being referred to a third-party as member is waiting a number of years to regain her full time post. (Rights Commissioner)

One pensioner in TCD - IFUT examining case for underpayment of pension.

UCC: 1 x Job Title Issue

3 x Withdrawal of Allowances cases

In one other case we succeeded in having a discontinued allowance restored in full when a

Rights Commissioner accepted IFUT's claim that UCC had broken the terms of the Payment of Wages Act by cutting the allowance.

1 x Restoration of Allocated Working Hours.

Successful outcome for one member regarding reinstatement of roles and responsibilities.

NUIG: 1 x Disputed Increments.

In one other case the University, following protracted negotiations, agreed to reverse the designation of our member as a "New Entrant" and restored his salary accordingly.

MU: We have had protracted negotiations, including all the way to the Labour Court without success, arising from the Non-Implementation of the Full-Terms of the Froebel/Maynooth Integration Agreement.

We have just resolved a separate individual issue in the IT Department.

Pursuing claim for one member for payment for additional responsibility as per job description.

MICL: One case is awaiting a Labour Court Hearing regarding a Unilateral Cut in the Hourly Rate of Pay of a Part-time Lecturer.

CICE: 1 x Retirement Age.

2 x Job Contract Issues.

SPD: 1 x Job Contract Issue.

DIAS: 1 x Ongoing case of Marginalisation.

RCSI: 1 x Bullying

1 x Relocation to New Position

1 x Non-Payment for Work Done.

15. Equality Report

Equality legislation

Equality legislation remains a key component of the industrial relations work at IFUT.

In light of the findings in the Sheehy-Skeffington case at National University Ireland Galway as well as the results of the HEA survey on gender balance as at December 2014 it is evident that there is a very real problem regarding gender discrimination in Ireland in particular in our universities.

The Athena SWAN initiative, which is a scheme that recognises excellence in women's employment in Science, Technology, Engineering, Maths and Medicine (STEMM) in higher education, continues to encourage and recognise commitment to advancing the careers of women in Academia.

The recent NUI Galway draft task force report covers a range of equality measures and the HEA Review of Gender-Equality in Irish Higher Education Institutions chaired by the former European Commissioner and Government Minister, Maire Geoghegan-Quinn is under way and a report by this independent and expert group will be completed in June 2016.

Inclusion of people from different cultures with different languages into Irish society

When the IFUT Executive discussed the appalling crisis regarding refugees and migrants we agreed that we should take an action related to our own expertise. Áine O'Neill, CICE suggested a Seminar on Linguistic Diversity. Áine was subsequently assisted by Rose Malone, Outgoing President and Joan Donegan, Deputy General Secretary in organising an extremely successful seminar in Dublin on 5 March 2016.

Cases at Head Office:

Equality Tribunal

MU

Pursuing case and possible referral to the Equality Tribunal under gender and age discrimination for one member.

UCD

Case referred to the Equality Tribunal under gender and age discrimination for one member.

Promotion

NUIG

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

UCC GENOVATE

UCC is one of seven European universities undertaking the GENOVATE FP7 project which seeks to ensure equal opportunities for women and men by encouraging a more gender-competent management in research, innovation and scientific decision-making bodies. The Deputy General Secretary is an external member of the UCC GENOVATE International Advisory Panel and an external member of the UCC GENOVATE Institutional GEAP Management Board. The UCC GENOVATE ends at year end 2016.

External Equality Committees

Standing Committee for Equality

Since 2012 the Deputy General Secretary has participated on the ETUCE Standing Committee for Equality. The work of the ETUCE Group is aimed at implementing gender equality strategies to address continuing inequality in career outcomes for female academics and researchers across Europe. This advisory body consists of one representative for each member organization and members are expected to be experts/experienced colleagues on equality issues and have a European perspective. The mandate of the Standing Committee will end at

the next ETUCE Conference in 2016. The Standing Committee for Equality advises the ETUCE Committee and the ETUCE Bureau on equality issues throughout the four year period and meets once a year.

ETUCE Working Group for Equality

The Deputy General Secretary was elected by the Standing Committee onto the ETUCE Working Group for Equality to assist with enhancing the work of the ETUCE Standing Committee.

Educational International

On behalf of Educational International the Deputy General Secretary attended the United Nation's Commission on the Status of Women (CSW60) in New York in March 2016, which adopted a resolution calling on states to 'ensure inclusive and equitable quality education.'

A number of amendments were made to the draft UN document to ensure that implementation of the Sustainable Development Goals truly reflect the aim to achieve women's social and economic empowerment.

Although the Republic of Ireland is a signatory to the implementation of SDGs we remain unique in having a highly costly and fragmented early childhood care system where childcare is treated as a commodity rather a policy choice to treat childcare as a 'public good.' The Irish Congress of Trade Unions has just published a new study of the problem and, more importantly, how it might be addressed. *Who Cares? Report on Childcare Costs & Practices in Ireland.* The report highlights the low level of public investment in childcare provision in Ireland, by comparison with our European neighbours. These are issues that must be examined more closely and as a matter of urgency.

III. GENERAL CONTACTS

1. Irish Congress of Trade Unions

At the Biennial Delegate Conference of Congress held in Ennis, Co. Clare in July 2015 the General Secretary regained the seat on the Executive Council which he had narrowly lost at the previous conference.

The General Secretary and Deputy General Secretary continue to play an active role on the Public Services Committee of Congress and, in particular, in the talks which led to the Lansdowne Road Agreement.

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

Professor Michael Bridge, **TCD** represents IFUT on the **Congress Health & Safety Committee**.

Edward Lahiff and Angela Flynn, **UCC** represent IFUT on the **Congress Global Solidarity Committee**.

2. Education Unions

The four unions ASTI, IFUT, INTO and TUI continue to have excellent relations and the officers meet once per month. IFUT also sends a representative from our Executive to the Annual Conferences of each of the above unions (and also the Ulster Teachers' Union).

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**.

In addition, Angela Flynn and Michael Delargey, **UCC** have played a very significant role in the "One Cork" project which has brought together all the Congress unions in Cork to work on common projects and goals. IFUT has also contributed financially to this project (€1,300).

4. Association of Retired Public Servants

Breandán Ó Cochláin, **NUIG** is the IFUT representative on this active Association's Executive Committee.

5. International work

5.1 Educational International: The President, Michael Delargey, the General Secretary and the Deputy General Secretary represented IFUT at the World Conference in Ottawa in July 2015. All of our delegates spoke at the conference and the Deputy General Secretary was the Lead Speaker and Chair of one of the break-out sessions. The General Secretary also acted as the Chief Whip for all of the BIGTU Unions in the election for the World Executive Committee and almost all of our chosen slate of candidates were successful.

5.2 The General Secretary continued as Treasurer (Vice-President) of ETUCE-the European Region of EI.

5.3 The General Secretary was a delegate on behalf of ETUCE to the European Trade Union Confederation Conference in Paris. He also represented ETUCE at a Seminar on New Technology in Education held in Greece and at a Conference on Social Dialogue in Education as a Means of Enhancing Gender Equality.

5.4 Supportive Environment for Academic: Report of Survey: The Irish section of a major European Report and Survey on "A Supportive Environment for Academics" was launched in book

form in July 2015. Dr Marie Clarke, **UCD** was the lead person on this project which was jointly sponsored with the TUI.

5.5 HERSC: The General Secretary, the President and the Outgoing President, Dr Rose Malone have represented IFUT at meetings of the Higher Education and Research Standing Committee of ETUCE.

5.6 TUAC: Due to pressure of work the General Secretary has not been able to attend either of the two meetings of the Trade Union Advisory Committee/OECD held last year. We hope to rectify this in the coming year.

5.7 EQAR: Professor Daire Keogh, **SPD** continued as the ETUCE nominee on the European Quality Assurance Register for higher education.

5.8 BIGTU: Meetings of the British and Irish Group of Teacher Unions which comprise 11 different unions in Ireland and the UK have been scaled back to just one per year. IFUT is represented by the General Secretary.

5.9 Palestinian Federation of Unions of University Professors and Employees: Despite repeated efforts the planned visit to Ireland of a representative of the PFUPE has still not occurred. The Outgoing President, Rose Malone represented IFUT at a conference in Dublin organised by the Friends of Bethlehem University.

5.10: Transatlantic Trade & Investment Partnership: Dr Aidan Seery, **TCD** has been an active representative on behalf of IFUT at various campaign meetings to oppose the TTIP. The campaign continues to grow significantly all over Europe.

6. Irish Bologna Follow-up Group

The General Secretary is IFUT's representative on the BFUG. **In addition, as a nominee of ETUCE, he is a member of the European Higher Education Area (EHEA) Advisory Group on International Co-operation.**

7. SCoTENS

Dr Patrick Connolly, MICL represented IFUT at the last SCoTENS conference.

8. National Council for Curriculum and Assessment

The President, Michael Delargey represents us on the NCCA and Áine O'Neill, CICE represents us on the NCCA Early Childhood and Primary Committee.

9. Teaching Council

Michael Delargey, President, is the Congress nominee on the Teaching Council.

10. USI

Relations with the Union of Students in Ireland continue to be excellent with IFUT being invited to

speak at several different conferences and meetings.

11. Nepal Earthquake

Further to an Appeal for Aid from Education International in relation to the Nepalese Earthquake a donation of €2,000 was made on 24 May 2015.

12. COLAZ

At the invitation of the Canadian Association of University Teachers IFUT made a donation of €500 on 3 June 2015 to the trade union representing academic staff in Zimbabwe.

13. Other Contacts

We make small donations from time to time (or affiliate as appropriate) to various organisations such as: The People's College (€200); Irish Labour History Society €90 for affiliation and €300 for advertisement in Saothar); National League for the Blind (€50); Migrant Rights Centre Ireland (€125); The Jim Connell Festival (€100). We also sent a message of sympathy and solidarity following the Carrickmines Fire Tragedy. In addition we support **Scholars at Risk** and **Global Schoolroom**.

IV. EDUCATION & RESEARCH

1. Central Negotiating Committee re Incorporation of CICE, MDIE and SPD with DCU

This continues to be the biggest single industrial relations project for IFUT. The General Secretary leads a team of extremely hardworking volunteers from each of the three Colleges. The range and complexity of the issues which the CNC (and the Technical Group where we are represented by the General Secretary) deals with is truly immense. Incorporation is scheduled to occur on 1 September 2016 and, accordingly, the work rate for all of our representatives has increased hugely. Detailed reports of the progress of these negotiations are given to the IFUT Executive each month.

2. Education Research Centre

The Deputy General Secretary led the successful negotiations regarding the transfer of ERC to the Inspectorate of the Department of Education. The Department also continues to recognise IFUT as the representative ERC staff.

3. UL Study on Zero Hours and Low Hour Contracts

The Minister for Business & Employment, Jed Nash, Commissioned the University of Limerick to do a Study on Zero Hours & Low Hour Contracts

Largely as a result of IFUT engagement with this exercise the prevalence of such contracts in Higher Education was one of the findings which

caused most public surprise (though not to us). We live in hope that the next stage after recognising a problem will be to actually tackle it.

4. Expert Group on Future Funding of Higher Education

We participated in several major seminars and consultation events organised by this Expert Group. The Report's publication has been held up by the political impasse. However, it is widely anticipated that it will recommend the provision of income contingent loans and that higher education should be free at the point of entry.

5. Education Policy Conferences

Cathy Swift, MICL represented IFUT at the INTO Education Conference and Michael Delargey, President, attended the TUI Education Conference in a similar capacity. Cathy Swift, MICL also represented us at the AGM of the **People's College**.

6. Seminar on Linguistic Diversity, 5 March 2016

When the IFUT Executive discussed the appalling crisis regarding refugees and migrants we agreed that we should take an action related to our own expertise. Áine O'Neill, CICE suggested a Seminar on Linguistic Diversity. Áine was subsequently assisted by Rose Malone, Outgoing President and Joan Donegan, Deputy General Secretary in organising an extremely successful seminar in Dublin on 5 March 2016.

7. Higher Education Grants Review Body

Dr Marie Clarke. UCD continues as a member of this body.

8. Research Policy MICL

At the request of MICL Management and with the assistance of the MICL Branch the Executive made a short submission regarding this policy.

9. Submission to Review of Official Languages Act

With the assistance of Liam MacAmhlaigh, Maynooth University and Breandán Ó Cochláin, NUIG the Executive submitted a short written submission to this review process.

10. General Election 2016

Through the IFUT website members were supplied with details of the higher education policies of the various parties and candidates.

1. Membership

The total membership of IFUT is now 2,282 compared to 2,248 last year. The breakdown of this is as follows (last year's figures are in brackets): 1,572 (1,553) on higher rate of subscription; 236 (241) on lower; 40 (43) on leave of absence; and 434 (411) retired. Details of Branches are given in Appendix A.

2. Membership Plus

There is evidence that this "perk" of membership of IFUT continues to be well appreciated.

3. Executive and Trustees

The Executive met 12 times in the course of the year.

The Members of the Executive are: Michael Delargey, UCC (President); Rose Malone, MU (Outgoing 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 its July 2015 meeting the Executive once again elected **Anthony Harvey**, (RIA) Central Branch as **Vice President-Finance**.

4. Trustees

The following were elected as **Trustees** at the 2015 ADC: Maureen Killeavy, UCD; Gerard Enright, MICL; and Cormac Ó Cuilleaináin, TCD.

5. Council

The Council met three times during the year.

6. Relations with the Minister for Education and Skills

As reported in the ADC 2015 Conference Proceedings, the Minister behaved appallingly in refusing at the last minute to address our 2015 ADC. The grounds she advanced were also, in our view, the opposite to exculpatory. Regrettably we had no further contact from the Minister throughout the rest of the year.

7. Head Office Staff

The burden of work on the three Head Office Staff continued to be unsustainable and we, once again, welcomed the assistance of Johanna Treacy on an occasional basis. During a period of Phyllis Russell's absence on sick leave we also benefited from the temporary employment of Diane Wisdom. On the recommendation of the General Secretary the Executive has set up a Sub-Committee to prepare for staff changes over the coming few

years.

8. IFUT Contribution Rates

The Executive agreed once again to leave all contribution rates unchanged.

9. Insurance Policy

As reported last year a totally revamped and upgraded insurance regime has been established. The organisation is now covered by professional indemnity and all representatives are also covered for their union related activities and travel.

10. IFUT Website

Further significant improvements were made to the IFUT website. Credit for the work done is due to John Dunnion, UCD; the Deputy General Secretary, Joan Donegan; but, most especially, to our very own "Webmaster" David Murphy of UCC.

11. Credit Union Membership

IFUT members are now eligible to join the TUI Credit Union.

12. Free Medical Insurance Advice & Discounts

We have negotiated this new benefit for IFUT members with Cornmarket Financial Services.

*Mike Jennings,
General Secretary.*

7 May 2016

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 |
| 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 2015/16

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

- 1 **Trinity College Dublin (426/427) & Dublin Dental Hospital (10/11)**
Secretary – Rachel Moss, History of Art
Library Convenor – Seán Hughes, Berkeley Library
- 2 **University College Dublin (496/423)**
Secretary – Emma Sokell, Physics
- 3 **University College Cork (478/478)**
Secretary – Eoin Sheehan, Tyndall
- 4 **National University of Ireland, Galway (123/116)**
Secretary – Alastair McKinstry, ICHEC
- 5 **Maynooth University (305/301)**
Secretary – Jeneen Naji, Media Studies
- 6 **Royal College of Surgeons in Ireland (71/70)**
Secretary – Celeste Golden, Admissions Office
- 7 **St Patrick's College, Drumcondra (175/168)**
Secretary – Andrew O'Shea, Education
- 8 **Church of Ireland College of Education (20/20)**
CICE Convenor – Jacqueline Fallon, Early Education
- 9 **Mary Immaculate College, Limerick (145/141)**
Secretary – Cathy Swift, Irish Studies
- 10 **Central (95/93)**
ALL HALLOWS COLLEGE (2/3)
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 (14/16)
Convenor (Senior Professors/Registrar - Vacant
Convenor (Non-Sen. Prof. Staff Group) – Vacant

MATER DEI INSTITUTE OF EDUCATION (40/35)
Convenor – Michael Hinds, English

NEVIN ECONOMIC RESEARCH INSTITUTE (1/1)
Convenor – Mícheál Collins, Senior Research Officer

ROYAL IRISH ACADEMY (21/20)
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 (9/9)

EX-CARYSFORT - c/o Head Office (0/1)

APPENDIX B

COUNCIL & EXECUTIVE 2015/16

*(Executive: President and 10 Members)

BRANCH ENTITLEMENT

DEPARTMENT

TCD 8/9

| | |
|--------------------------|--|
| Dónall A. MacDónaill | <i>Chemistry</i> |
| Hugh Gibbons | <i>Computer Science</i> |
| Bridget Kane | <i>Computer Science</i> |
| *Aidan Seery | <i>Education</i> |
| Pat Wall | <i>Education</i> |
| Liam Dowling | <i>Electronic & Electrical Engineering</i> |
| Cormac Ó Cuilleanáin | <i>Italian</i> |
| Seán Hughes | <i>Library</i> |
| Elizabeth Culleton-Quinn | <i>Physiotherapy</i> |

UCD 8/9

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

UCC 9/10

| | |
|-----------------------------------|--|
| Rosarii Griffin | <i>Adult Education</i> |
| *Michael Delargey (<i>Pres</i>) | <i>Education</i> |
| Edward Lahiff | <i>Food Business & Development</i> |
| Laurence Davis | <i>Government</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 5/6

| | |
|----------------------|--------------------|
| *Breandán Ó Cochláin | <i>Chemistry</i> |
| Kevin Davison | <i>Education</i> |
| Elizabeth Tilley | <i>English</i> |
| Alastair McKinstry | <i>ICHEC</i> |
| Seán Tobin | <i>Mathematics</i> |

MU 8/8 + Outgoing Pres

| | |
|---------------------------------------|---------------------------|
| Úna Crowley | CTL |
| *Rose Malone (<i>Outgoing Pres</i>) | <i>Education</i> |
| Sinéad Kennedy | <i>English</i> |
| Liam MacAmhlaigh | <i>Froebel</i> |
| Brian Tubbert | <i>Froebel</i> |
| Mary Gilmartin | <i>Geography</i> |
| Jeneen Naji | <i>Media Studies</i> |
| Saranne Magennis | <i>Quality Promotions</i> |
| *Peter Murray | <i>Sociology</i> |

RCSI 0/4
None

MICL 3/6

*Cathy Swift
Gerard Enright
Patrick Connolly

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
Lorraine Harbison

Special Education
Maths & ICT Education

CENTRAL 4/5

*Anthony Harvey (*Vice Pres-Fin*)
Kate O'Malley
Joan Byrne
Mícheál Collins

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

NOTE:

In addition to the President ex officio, there were entitlements to 65 representative places, of which 53 were filled. Therefore, there were 52 people on Council out of a potential 66.

APPENDIX C

IFUT COMMITTEES & WORKING GROUPS 2015/16

Standing Committee

EQUALITY

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

Rose Malone, MU (*Outgoing President*)

Edward McCann, TCD

Eithne McCabe, TCD

Marie Clarke, UCD

Maureen Killeavy, UCD

John Dunnion, UCD

Rita Collins, UCD

Phil Halligan, UCD

Tina Hickey, UCD

Angela Flynn, UCC

Alastair McKinstry, NUIG

Úna Crowley, MU

Saranne Magennis, MU

Cora Cregan, SPD

Orla Ní Aodha, SPD

Michael O'Keeffe, SPD

Maurice O'Reilly, SPD

Cathy Swift, MICL

Finian O'Shea, CICE

APPENDIX D

IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2015/16

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)

B. PRESIDENTIAL ADDRESS

7 May 2016

Michael Delargey

Colleagues when I took office last May a former President of our Union gleefully informed me that being President is fine – your two big tasks are chairing the ADC and delivering the Presidential Address. Having met a number of other union presidents over the last year, the one item we all had concerns about was delivering our respective presidential addresses. However I don't have much sympathy for some of my other presidential colleagues. The majority of them have to only do this once, they had no timetables at work whereas I had a full timetable and I am so jealous in that where they got to have wear a bit of bling and have a 'chain of office', in my case I felt I was very much 'chained to my office' – thank you UCC.

So far 2016 itself has been an eventful year in the life of our country with no doubt the 1916 Easter Rising commemorations rightfully taking centre stage. The Proclamation has hung in my study for many years and its aspiration to guarantee "equal rights and equal opportunities to all its citizens" and the Republic's resolve to "pursue the happiness and prosperity of the whole nation and of all its parts" are probably the ideals which have informed and will continue to inform my trade unionism. These aspirations will hopefully explain my thoughts on the current state of issues affecting IFUT and our members as we work in higher education.

Colleagues, this will be hopefully the first of two addresses that I will have the privilege of making to the ADC of union. I apologise now to you if there are some themes which I will have not addressed in my speech today but in this address I wish to make some observations on the state of Higher Education in which we practice our respective academic crafts. These observations concern issues which have struck me as relevant to our sector after attending conferences and numerous meetings over the last year but home and abroad. I also hope to set some challenges which we as Union must tackle so as to improve the working conditions experienced by our members. In writing my address, I am conscious that there are a myriad of issues affecting our sector and our membership. Today, I wish to highlight just three things:

1. I wish to share some facts with the new administration about the current state of Irish Higher Education and the consequences of lack of investment by government.
2. The need to fund pure research in our disciplines
3. The treatment of researchers and other precarious academic workers

The current state of Higher Education in Ireland

Here is some data about Higher Education for the new administration to ponder. A recent 2016 survey by our colleagues in ETUCE revealed that Ireland spends 0.5% of GDP on tertiary education. This figure is half of what it was two years ago and we are the bottom of the class in relation to investment in higher education.

According to DPER (2014) figures, 3,500 jobs were taken out of the HE sector in between the years 2008 – 2013. These cuts in funding and reduction in staff numbers are having detrimental effects on the quality of third level education which our students experience and on the working lives of our members. Enrolments in the universities have increased by 14% in the years 2008 - 2014 and this has resulted in a reduced academic workforce with increased academic workloads to meet increased student numbers.

A 2015 study by Clarke, Kenny and Loxley on *Creating a Supportive Working Environment for Academics in Higher Education* reported that 72% of academics they surveyed believed that their working conditions had deteriorated. They were under pressure to teach more students and they worked longer hours. Excessive workloads can lead to negative work experiences. No one wins in this scenario. Neither staff nor student. The report authors rightly conclude that academics and students deserve a context where they can focus on the key areas of teaching, learning and research. Our HE institutions need to focus on the creation of supportive working environments.

Next year sees the introduction of Wellbeing as a subject at Junior Cycle. Our secondary students will take this subject and it will hopefully make a positive impact on their lives. I have a simple question – What about the Wellbeing of education staff? What steps will the new administration take to address the wellbeing of our members who are over working in an under resourced, over stretched system?

Investment NOW is needed in the higher education sector.

The new administration must increase spending in higher education and start reversing the employment control framework so that new additional academic staff can be employed by our universities and colleges so that we can begin to move towards the OECD staff student ratio of 16:1 and away from the current 20:1 ratio.

Colleagues, a General Election has come and gone and it looks like that we are finally about to have a Government. Colleagues can you recall the prominent role played by Higher Education in the discourse and discussions of education policy by all the political parties? I enjoyed reading the

multitude of ideas and the vision concerning Higher Education in party manifestos. Quite frankly, the concerns of our sector were conspicuous by their absence.

Our sector is expected to produce graduates who will drive economic and societal development. Our research outputs will be key drivers of economic growth and jobs will be created. Yes, the role expected of higher education is to be panacea for our economic and social ills. To paraphrase the Proclamation, our work and sector is important for the 'happiness and prosperity of the whole nation'. If this is to be so, then may I respectfully suggest that the new administration and the opposition parties devote more of their time considering and acting in the best interests of higher education.

I have one simple message for the incoming administration:

Please treat our higher education sector with the dignity and respect which it deserves!

We need a social dialogue on higher education. IFUT members work at the coalface of our Universities and Colleges of Education. We have ideas and a vision for higher education which we believe will benefit the sector as a whole.

Minister we want to share these ideas and concerns with you and the new administration. Last May we invited the Minister to our ADC but she cancelled our date in a manner typical of the modern mobile phone era, by text. A year has passed and worryingly for our relationship there isn't even a chance of a second date on the horizon even though we wrote to the Minister expressing our hope that she may meet us. New Minister, I respectfully ask that you meet with this union and hear and take on board our legitimate concerns in relation to our sector.

The damaging cuts to our sector MUST stop!

IFUT over the next year must continue to highlight the effect of continued poor investment in our higher education. We must take our message to the general public and the new administration must start listening to us. Continued non-investment in Higher Education is impacting on the quality of the student experience and the staff experience.

However colleagues, we have watched our sister teaching union colleagues highlight their concerns over the well-being of their respective sector. We have watched and studied their tactics. We note how they have gotten the attention of the administration and the public.

Pure Research Today – Applied Tomorrow

Colleagues and guests, as I speak some of you are probably fidgeting with your mobile phones, laptops and tablets; texting, tweeting and snapchatting. These digital devices have become an integral part of the modern world. Last year in 2015, University College Cork commemorated and celebrated the life and legacy of George Boole. Boole was UCC's first professor of mathematics whose research interests included mathematical logic. He set out his ideas in two books, the *Mathematical Analysis of Logic* published in 1847 and *An Investigation of the Laws of Thought* published in 1854.

A little over a week ago on the 30th of April, it was the 100th anniversary of the birth of Claude Shannon. Shannon was an American mathematician and electrical engineer who is known as the 'the father of information theory'. As an undergraduate in Michigan, he had taken courses which included Boole's work. In 1937 as a masters student in electrical engineering at MIT he discovered that Boole's concepts had great utility in digital circuit design and so a potential use was found for mathematics research published some 83 - 90 years earlier.

What is the purpose of this short account of the history of mathematics and its contribution to another discipline? It is simply this.

Pure research in one discipline can contribute to applied research in another.

Pure, blue skies research today can be applied successfully tomorrow. Sometimes, our research may not have immediate application or utilisation. It may not be efficient in the neo-liberal view of accountability of research value and worth which seeks immediate payback and the generation of the 'quick buck'.

The Digital Age wasn't even a dream when Boole came to Cork to teach and research in mathematics. His research contributed to the field of mathematics. He knew his subject and he knew what research questions in his discipline needed to be addressed. Shannon had a problem to solve in circuit theory and he took an idea from pure mathematics and applied it successfully in the problems of circuit design. Boole's work and research in mathematics suddenly had a value and use in a discipline which was the genesis of the computing revolution. The rest is as they say is history.

We are academics in various disciplines and each of us shares a loyalty to and concern for the state of our discipline. We know our disciplines. We can identify those research questions and areas in our discipline which we deem worthy of investigation. Our research may build and contribute to the knowledge base of our subjects.

In time, who knows, our research may have unintended consequences and applications in our field or in others. However we need support to do so.

Funding across Europe has been cut for pure basic research in disciplines such as the humanities, mathematics and social sciences. Ireland is no exception. 67% of the respondents in the 2015 study on the working environment for academics in HE by Clarke, Kenny and Loxley considered the availability of research funding to be inadequate. Academics are being put under more and more pressure to source external funding streams but those funding streams are limited and in some disciplines virtually non-existent. The authors remind us that research areas that are not funded tend to be neglected, thus having a negative impact on knowledge generation and on the careers on academics who work in those less popular areas.

Last month I attended the HERSC meeting in Bologna. Whilst there the delegates to the meeting visited the University of Bologna. The VP for research there gave us a presentation on the

university. I was amazed to hear him proclaim that universities should spend some of their funding on basic, blue skies research so as to have a competitive edge in ten years' time. This is an admirable recognition of the long term value of research and the necessity to invest now for future benefits. Perhaps our Irish universities should heed the advice of our Italian neighbours and allocate funding for research in those disciplines currently disadvantaged in external funding calls. Investment now will reap benefits tomorrow. All academics must be supported in their research endeavours. We create new knowledge and this is always a positive outcome in any discipline.

The Forgotten cohort of Academic Workers

In 2007, this union decided to recruit researchers into our membership. Since then there has been an increase in researcher members within our ranks with some branches having researcher sections. There is close co-operation and a memorandum of understanding has been signed between IFUT and the Irish Research Staff Association. In 2015 colleagues there were 5,156 researchers in Irish Universities. This compares to 4,298 academics and 4,861 support staff. The vast majority 4,068, of our researcher colleagues are on temporary contracts. Precarity of employment in research seems to be acceptable and the norm to our employers.

To us in the union movement, it is certainly not acceptable.

Researchers have continuously been excluded from national pay agreements and a career framework has been introduced by the universities which introduced a training element to a research 'career' so as to escape the obligations of the Fixed Time Workers Act and the granting of contracts of indefinite duration.

Our researchers do not enjoy the security of tenure and other benefits such as a career structure enjoyed by their academic colleagues. A dispute concerning researcher status and pay has been on-going now in the Tyndall National Institute in Cork for the last eight years. I am not being parochial in mentioning Tyndall or a Cork issue in my address to our National ADC. It is the word National in the Tyndall title which I wish to draw your attention to. Tyndall staff are very much representative of the national situation concerning our researcher colleagues in what-ever discipline they work in. No proper pay scales, no access to public pay agreements which awarded pay increases – Remember those!!! Yet they are subject to all the cuts in pay. Many of our researcher colleagues teach, supervise, apply for funding, do academic administration, mark examinations, publish and of course carry out research yet they are denied access to appropriate academic pay scales. Precarious and insecure employment is all too often a hall mark of our researcher colleagues. The official side seems intent in keeping this status quo.

Colleagues as a union there is an onus on us to tell employers that this is not acceptable and we will tolerate it no longer.

Yet again, researchers have been excluded from a national process. The Expert Group on Fixed-Term and Part-Time Employment for Lecturers was debarred from including researchers as part of its terms of reference on the insistence of the Department of Education and Skills.

The continued maltreatment of the single biggest cohort of workers employed in the University Sector is unacceptable, and should no longer be tolerated.

We must as a union continue to organise and represent our researcher colleagues.

The Research enterprise is fundamental to our work but we must in solidarity ensure that those researchers who work with us side by side are treated fairly and afforded an opportunity to develop a research career and are fairly remunerated for it.

They carry out academic work and they deserve the due recognition for it.

'Researchers save lives!' – This was the campaign an Australian Union colleague told me about which highlighted how badly treated medical researchers were with respect to their terms and conditions. It got ordinary people talking as they realised and appreciated the critical role played by wet lab medical researchers in the development of treatments for various diseases.

We must continue to organise in this sector and so I ask all researchers to come and join us so that together we can improve the working conditions of all academic staff.

Of course precarious work is not just confined to researchers; unfortunately this is an increasing phenomenon amongst lecturers also. Across the OECD countries, there has been a phenomenal growth in the number of part-time academic workers. In the year 2000, there were 793,721 part-time academics. This had increased to 1,479,448 in the sector in 2012. An 86% increase in the use of part-time labour. This increased casualization has resulted in lesser terms and conditions, less opportunities for development and income poverty for many of global academic colleagues. Ireland is no exception. The use of casual, part-time labour is on the increase as the neo-liberal ideas of low cost, high staff turnover and efficiencies are allowed to infect our academic system.

Once upon a time a colleague on career break or leave might have been replaced by a worker on a full temporary contract, now jobs are being split and hours are given. Some of our colleagues are on hourly paid contracts or are being offered teaching contracts for as little as 33 hours a year. This does not include preparation time, time spent dealing with student queries or course administration time. What hope is there to achieve happiness and prosperity by some of the lowest paid workers in our sector if after 8 years of study and scholarship, the best they can hope for is a few hours work a year? Income poverty, stress and hardship are affecting the quality of life of some of our academic colleagues. To many a living wage is beyond their grasp. Their lives are put on hold.

Worryingly, there is a misinformed perception by many low paid, part-time academics that they cannot join our trade union because they are not permanent! But perhaps the most tragic indicator of income poverty experienced by some of our academic colleagues is when they cannot join the union because they genuinely cannot afford the subscription.

Colleagues, we adapted our structures and subscriptions to accommodate researcher members. We now as a union must continue to organise our low paid colleagues and work to fight against

precariousness of employment in Higher Education. IFUT is open to precarious academic workers.

As part of the Lansdowne Road agreement a commitment was given by the official side to publish the Expert Group Report on part time employment for Lecturers no later than 8 weeks after the acceptance of the LRA by the public services committee of ICTU. It is now almost eight months since the acceptance of the agreement and yet we are still waiting for publication of the report.

This is unacceptable.

We have held our side of the LRA and we now demand the immediate completion and publication of the report. However on a more serious note, we hope that the delay in publishing a report and the fulfilling of one aspect of the agreement is not a sign of what is to come in relation to the delay by the Department in honouring the current pay agreement which also has pay restoration as one commitment.

We will not tolerate broken promises.

The Legacy of 1916.

Colleagues, as I deliver this talk, I am conscious that 100 years ago this week and next, the leaders of the 1916 Rising were executed. I am not a historian and I leave the task of rigorous historical analysis of 1916 to those of you in IFUT who are history academics. However it is only right and fitting that we remember and we thank all those brave men and women who believed and fought for the ideals of an Irish Republic. Religious and civil liberty, equal rights and equal opportunities for all citizens, happiness and prosperity of the whole nation are ideals which every trade unionist would aspire to. The leaders of the Rising challenged the status quo. They claimed that there was a better vision for our country and they believed whole heartedly that to achieve this we must be an independent and sovereign nation. They sought freedom and paid for it with their lives. It was an event which was initially in some quarters viewed as unpopular and without a mandate but which sowed the seeds for independence a few years later.

As academics, sometimes we have to challenge the status quo, the conventional way of doing things. We have to continuously question and challenge conventional wisdom and knowledge. Economic policy such as austerity and the right of all people to have a living wage or social policy such as access to housing and a decent health service are some of the societal issues in which we as academics must challenge the administration. We must not be afraid to outline different alternatives even if they seem to go against the 'accepted' way of doing things or the administration's view of things. We are fortunate to have academic freedom and coupled with this, some of us are doubly fortunate to have tenure. Perhaps the price we have to pay for having both is an expectation by broader society to challenge and improve the status quo.

Returning to 1916, on the 12th of May we will remember James Connolly. As trade unionists it is only fitting that we do so and that we continue to work for the improvement of the employment

terms and conditions and of the lives of all workers and particularly those amongst us who are low paid and in precarious employment. In the words of Connolly himself:

Our great work now is to consolidate our ranks, to educate our members, to lay broad and deep the foundations of a great Labour movement in this country

Colleagues, IFUT is the labour wing of the academic movement. Perhaps now is the time for us to become the academic wing of the labour movement.

Thank you.

C. RESOLUTIONS 2015

POLICY

1 Appeals Systems in Promotions Procedures

University promotions systems need a robust and agreed appeals process - this was clearly demonstrated by the experience of the appeals procedure in operation in recent rounds of the UCD promotion to SL grade. Following the initial promotion of 42 of 149 applicants, and the later promotion of another group of 38 applicants who met the benchmarks, a *further 38 appeals were lodged* to the Appeals Committee, an independent panel of UCD professors agreed with the unions. Significantly, almost half (17) of these appeals were deemed to exhibit **significant procedural flaws** in how they had been assessed by UCAATP. However, after identifying these flaws, the impotence of the UCD appeals system was revealed in the fact that these cases were simply referred back to UCAATP, who maintained the original decision without further elaboration in 15 cases, only changing their ruling on the two cases most likely to proceed to embarrassing litigation. This resulted in a significant loss of confidence in the integrity of the process in UCD promotions, and a view that the appeals system as it was operationalised was not fair, in short-circuiting back to the original deciding body even when a substantial number of procedural flaws were identified by an independent panel.

Nor does the proposed shift to a rolling procedure for promotion applications obviate the need for a fair appeals process. The new system proposed for UCD initially considered that simply opening the system to re-application would bypass the need for appeals. The problem is that under such a system (as originally proposed), applicants who feel that they have been treated unfairly are penalized by being forced to wait for a year before reapplying, without recourse to any neutral party, while also being required to show in their re-application how they have remedied a failure that they may contest was inaccurate or unfair in the first place.

It is therefore proposed that university promotions systems should be required to set up fair and transparent appeals processes, where an independent group who examine cases for procedural flaws can make decisions on outcomes, without referring back to the committee that made the original decision on that case, since the latter have a vested interest in maintaining the original decision.

2 Eligibility to Apply for Promotion

UCD Promotions' Guidelines for Applicants currently state:

"Candidates for promotion must be tenured academic staff **who will not have reached the normal retirement age prior to the effective date of promotion.**" (Guidelines for candidates, <http://www.ucd.ie/hr/promtions/>)

In recent years there have been growing time lags between promotions rounds. UCD has held promotion to SL rounds in 2002, 2005, 2007, 2008, and 2012. For Associate Professor the recent rounds were in DATES. Given the lapses between rounds, which UCD would claim is due to its efforts to achieve a better system, it is discriminatory on age grounds to prevent members approaching retirement from applying under a new system, which was delayed by the university.

3 Collective Bargaining/New DCU

This ADC asserts the right of IFUT members to continue to be represented by IFUT following Incorporation of CICE into DCU. IFUT/CICE calls on ICTU to affirm IFUT's entitlement to full collective bargaining rights in DCU.

4 Signing of Proposed DCU Incorporation Agreement

This ADC instructs the IFUT General Secretary to refuse to sign the proposed DCU Incorporation Agreement until all outstanding IR issues relating to the incorporation have been resolved.

Proposer: Michael O'Keeffe, SPD

5 Harmonisation of Pay Scales

That, consistent with the principles of collective bargaining, IFUT will take all appropriate steps to ensure the early removal of all discriminatory salary scales and contractual obligations on those appointed after 2011, including those arising from the harmonisation of pay scales.

6 Equality

In light of the findings in the Sheehy-Skeffington case at National University Ireland Galway as well as the results of the HEA survey on gender balance as at December 2014 it is evident that there is a very real problem regarding gender discrimination in Ireland in particular in our universities.

The recent NUI Galway draft task force report covers a range of equality measures and the HEA Review of Gender-Equality in Irish Higher Education Institutions chaired by the former European Commissioner and Government Minister, Maire Geoghegan-Quinn is under way and a report by this independent and expert group will be completed in June 2016.

As the current crisis ought to be a turning point for positive concrete measures to emerge this Conference commits IFUT to ensuring that Equality remains a key component of its industrial relations agenda.

7 Employment of Casual Labour and the Casualising of Labour at Third-Level

The employment of casual labour and the casualising of labour at third-level is an unacknowledged and widespread means by which the University Sector keeps down its costs: this practice also makes for a workforce that is unable to challenge the hierarchy on important matters of pedagogy as well as militating against academic freedom.

This motion calls on IFUT to negotiate with University Management to deliver meaningful contracts of employment; the contracts must afford the protection of employment legislation to staff employed on a casual basis.

8 Access to Promotion

This ADC notes that fixed-term colleagues, particularly Researchers, have been denied access to promotion, grants and other academic privileges and believes all members should have equal access based on merit alone.

9 Inclusion of people from different cultures with different languages into Irish society

In the midst of conflict, education is often seen as a luxury for refugees. However, education is a fundamental human right, one that is vital in restoring hope and dignity to people driven from their homes.

This ADC believes that solidarity with the marginalised in society is a trade union responsibility and commits IFUT to promoting equality in developing strategies and campaigns to advance equality awareness on this issue.

10 Joint MIC/UL Arts Degree

The National Executive of the Irish Federation of University Teachers condemns any attempt to create a joint MIC/UL Arts degree without the provision of an adequate number of full-time posts to service such a degree. A degree programme designed to be staffed by part-timers and paid by hour contract personnel will undermine the professional status of the profession and would be a betrayal of the hopes of our next generation of postgraduates for a financially secure future as scholars and academics.

11 Professional Added Years

This Meeting demands that the Universities, and the Departments of Education, Finance and Public Expenditure and Reform continue to honour longstanding custom and practice in regard to the Professional Added Years pension entitlements of IFUT members.

12 Restoration of Pay Cuts

This Meeting demands the full restoration of pay cuts imposed on IFUT members including cuts in the rates of payment for examining.

13 FEMPI Legislation

This ADC calls on the Incoming Government to immediately repeal all of the FEMPI legislation currently in operation.

14 TTIP

The TTIP agreement between the EU and the United States poses a threat to democracy, social, environmental and educational standards and this ADC calls on the government to reject the TTIP agreement and ensure that trade agreements increase, educational, environmental and social protection standards rather than lower or endanger them.

15 Employment in Higher Education

This ADC commits IFUT to fight against the scourge of precarious and casual employment in Higher Education.

Precarious employment is a cause of hardship for those directly affected. Not only is insecure employment a cause of anxiety, it also damages the creditworthiness of its victims (in respect of mortgages, bank loans etc.) and it undermines the capacity of those affected to enjoy real academic freedom.

Precarious employment also has negative effects on the quality of education because those on atypical contracts are not paid to conduct research nor are they paid for correction work, evaluation, student mentoring and counselling etc.

This ADC urges all branches of IFUT to conduct campaigns to highlight and fight against precariousness of employment in Higher Education.

Branches should seek to get their governing authorities to adopt a policy whereby full-time, permanent will be the norm which is departed from only where there are specific, identified and temporary reasons to do so.

At national level the IFUT Executive is requested to campaign on this issue in the media, in cooperation with other unions and like-minded organizations and by raising the issue with the Dept. of Education, the HEA, the IUA etc.

16 Funding of Higher Education

Recognising that Higher Education contributes to the public good and that a progressive taxation system is the appropriate mechanism to fund public services, this ADC calls on the government to reaffirm its commitment to publicly funded Higher Education by reversing the damaging funding cuts experienced by the sector.