

Irish Federation of University Teachers

PROCEEDINGS

OF

ANNUAL DELEGATE

CONFERENCE

2017

Cónaidhm Éireannach na Múinteoirí Ollscoile

PROCEEDINGS OF 2017 ADC

1 OPENING

The President Mr Michael Delargey, UCC, opened the **51st Annual Conference** of the Irish Federation of University Teachers at 11:00am on **Saturday 6 May 2017** in the Gresham Hotel, O'Connell Street, Dublin 1. He warmly welcomed all delegates, observers and guests.

The General Secretary then welcomed our Fraternal Delegates: Jens Vraa-Jensen, Danish Masters' Union; John Boyle, President, Irish National Teachers' Organisation; Joanne Irwin, President, Teachers' Union of Ireland; John MacGabhann, General Secretary, Teachers' Union of Ireland; Dr Amjad Barham, Vice President for Administrative Affairs/Director, Palestinian Polytechnic University / Palestinian Federation of Unions of University Professors (PFUUPE); Larry Flanagan, General Secretary, Education Institute of Scotland. He said that we would be joined at the conference dinner this evening by Avril Hall-Callaghan, General Secretary and Jacquie Reid, Deputy General Secretary of the Ulster Teachers' Union and by Annette Dolan, Deputy General Secretary of the Teachers' Union of Ireland.

The General Secretary then read messages of solidarity which had been received from: Ms Chris Keates, General Secretary of the NASUWT, UK; Ms Mary Bousted, General Secretary, Association of Teachers and Lecturers, UK; Ms Christine Blower, International Secretary, National Union of Teachers, UK and President of ETUCE; and Mr David Robinson, Executive Director, Canadian Association of University Teachers. Similar messages and apologies for being unable to attend personally were received from John Boyle, President of the Irish National Teachers' Organisation and Kieran Christie, General Secretary of the Association of Secondary Teachers Ireland.

2 STANDING ORDERS REPORT

The report of the Standing Orders Committee was presented to the conference and unanimously endorsed. It was also agreed that Dr Aidan Seery, TCD would be the representative of the Standing Orders Committee during the course of the conference and any queries or questions with regard to these should be addressed to him in the first instance.

The adoption of Standing Orders was proposed by Rose Malone, MU, seconded by John Walsh, TCD and agreed unanimously.

3 ELECTION OF TELLERS

Angela Flynn, UCC and Margaret Robson, DCU/SPD were nominated and their nominations as Tellers were agreed.

4 PROCEEDINGS OF 2016 ADC

The proceedings of the previous Annual Delegate Conference were tabled for approval and on the proposal of Hugh Gibbons, TCD, and seconded by Peter Murray, MU they were agreed unanimously.

5 ANNUAL REPORT 2016/2017

The President then invited the General Secretary, Mike Jennings to present the Annual Report for 2016/2017. The text of the General Secretary's Speech introducing the Report is attached as Appendix II. In acknowledgement of the fact that this was Mike's last occasion to present the Annual Report to an ADC, the delegates and guests greeted his conclusion with a standing ovation. The Deputy General Secretary, Joan Donegan then spoke giving more details of IFUT casework during the period of the previous year. She also expressed Head Office's appreciation to all of the local representatives for their work and support during the year and also expressed great gratitude to the President, the members of the Executive and IFUT Council. She said it was appropriate that we should also acknowledge the role played by those who have worked with us such as John Gallagher, Seán Couch, John O'Dowd and Fiona Lee. Joan also said that she was looking forward very much to working with Frank Jones who had recently been appointed as Deputy General Secretary and who will take up that position in June 2017.

The President then asked the ADC to approve of the Annual Report and on the proposal of Rosarii Griffin. UCC seconded by John Walsh, TCD the report was unanimously adopted.

6 GUEST SPEAKER

The General Secretary said that it gave him enormous pleasure and was a great honour to introduce the Guest Speaker, Dr Amjad Barham, Vice President for Administrative Affairs/Director, Palestinian Polytechnic University / Palestinian Federation of Unions of University Professors (PFUUPE).

Dr Barham gave a moving personal account of the day to day difficulties facing academics and trade union representatives working in the occupied territories. His address was greeted with a prolonged standing ovation. The President, Michael Delargey expressed his great appreciation to Amjad not only for his very moving words but for having taken the trouble to travel to join us despite all of the difficulties involved in getting in and out of his home city of Hebron. On behalf of IFUT the President expressed solidarity with all of those Palestinians working for peace and justice.

7 PRESIDENTIAL ADDRESS

The General Secretary said that in introducing Michael Delargey and requesting him to deliver his Presidential Address, he felt it was important that we should acknowledge that it had been an exceptionally difficult time to be a volunteer President of our union. Michael had had to oversee and put in place the arrangements for the turnover of staff with the departure of the General Secretary, his replacement by the Deputy General Secretary and the recruitment of a new official to come in as Deputy General Secretary. This had been a very arduous and difficult task, especially for somebody who was performing these duties on top of his normal academic workload. Michael Delargey then delivered his Presidential Address which is attached as Appendix III. The Address was warmly endorsed by the delegates.

At this stage the representative from Comhlahm presented a certificate to IFUT for IFUT's involvement in and support of Comhlahm's activities during the previous twelve months.

Following this the ADC Adjourned for lunch.

8 FINANCIAL REPORT

The Financial Report for the year ended 31 December 2016 was debated in Private Session. It was presented to the ADC by the Vice President-Finance Dr Anthony Harvey. Anthony said that as usual he and the Trustees had had a meeting with the Auditors where there had been an opportunity to query each item of the Financial Report in detail and that therefore he

was quite confident that the Financial Report represented the true situation within the union. He then went through aspects of the Financial Report in detail.

The Financial Report was then put to the ADC and on the proposal of John Walsh, TCD and Maeve Martin, MU it was adopted unanimously.

9 APPOINTMENT OF AUDITORS

The General Secretary advised the ADC that the Trustees had decided to reappoint MAZARS as our Auditors for the coming year.

10 ELECTION OF TRUSTEES

The General Secretary said that the current Trustees Maureen Killeavy, UCD; Gerard Enright, MICL; and Cormac Ó Cuilleain, TCD had all been re-nominated and as they were the only nominees for the three positions they were returned as Trustees for the coming session. This was unanimously agreed.

11 MOTIONS ON POLICY

Dr Aidan Seery of TCD, Incoming President and Chairperson of the Standing Orders Committee reported to the ADC that Standing Orders Committee had accepted two Emergency Motions, one on the forthcoming Pay Talks which will be dealt with as Motion No. 1 and one with regard to the current situation in the Royal Irish Academy (RIA) which would be taken as the final motion of the day.

1 Public Sector Pay Talks

“This ADC declares that IFUT will vehemently oppose any proposal to reduce Public Service Pensions in the coming pay negotiations.

IFUT will also be insisting that all of the payments and allowances which were unilaterally cut from the pay of university staff in recent years must be restored in full.

Far from accepting any delay in the implementation of restoration, IFUT will be pushing hard for these to be brought forward.”

Proposer: Executive

In proposing the motion on behalf of the Executive the General Secretary said that his earlier speech in proposing the Annual Report could be taken as the speech in favour of this motion. He asked that the motion be endorsed unanimously in order to give a strong mandate to our delegates attending the anticipated Pay Talks.

Pat Wall, TCD said that some people are on very high pensions compared to low-paid workers many of whom have no pensions at all. We need to show solidarity with those who are in such circumstances pension-wise. The General Secretary said that it was important as trade unionists that we should express our unhappiness with the level of social injustice in society. However, it is also important to stress that we are entitled to our salary and to its full restoration by virtue of the work that we do for society.

Gerard Enright, MICL said that as usual in IFUT where there are more than two people gathered there are at least three views to be expressed. He pointed out that the restoration of pensions was slower than the restoration of the pay cuts. We pay 6.5% into our pension scheme. We also pay a pension levy. At the time of the Benchmarking Report 12% was regarded as a legitimate offset in recognition of our pensions. Taking all of these together it is obvious that we have already fully paid for our pensions. Cormac Ó Cuilleanáin, TCD said that we should seek retrospection as well as restoration as otherwise the Government will have benefited from cutting our pay.

The Emergency Motion was put to the ADC and unanimously adopted.

2 Higher Education Funding

“IFUT Conference notes the recent report of the Expert group on higher education funding (the Cassells report).

Conference regrets that the current Government has effectively ignored the report and failed to address the most serious crisis in the financing of higher education since the 1950s.

Conference further notes that public investment in higher education has failed to keep pace with rising student numbers; increasing demands by the state on higher education institutions to meet a wide range of economic and social objectives; and the requirements of the ‘strategic dialogue’ flowing from the Hunt Report. Public funding for universities as a proportion of institutional budgets is now at its lowest level since the 1950s.

Conference believes that the very modest increase in the higher education allocation in Budget 2017 is hopelessly inadequate to meet the day-to-day needs of higher education

institutions, still less to allow further long-term development which is essential to meet societal demand.

Conference recognises that investment in higher education is a national imperative, to meet the continuing surge in societal demand for third-level courses; to underpin economic innovation and especially to advance knowledge for its own sake.

Conference calls for:

- *implementation of Option One of the Cassells Report, involving a sustained, long-term expansion of public investment in higher education.*
- *Increased employer funding of higher education through the national training fund.*
- *ringfencing of a defined proportion of the income from corporation tax for higher education, as major transnational corporations such as Intel and Facebook are among the leading beneficiaries of the above average output of highly qualified graduates from Irish third-level institutions.”*

Proposer: Executive

John Walsh, TCD proposed this motion on behalf of the Executive. He prefaced his remarks by saying that he had noticed that the hotel was also hosting an event today on behalf of the Jesus Church of God. It may be that we will need divine assistance in dealing with our current Minister for Education.

The Cassell’s Report on Higher Education Funding had demonstrated quite clearly that the status quo is unsustainable. Three options had been put forward: (i) the status quo (ii) a dramatic increase in fees accompanied by a student loan scheme. This we should reject as it would lead to a huge level of debt being imposed on students upon graduation. There would also be a threat to academic freedom and institutional autonomy by transforming students into “paying clients”. The third option is full public funding of higher education. We need to be building a coalition of staff, students and parents pursuing the question of higher education funding. We should also promote our policy that a percentage of Corporation Tax should be ring-fenced for higher education. This did not necessarily imply an increase in Corporation Tax per se.

The motion was formally proposed by Alastair McKinstry, NUIG.

Cathy Swift, MICL in supporting the motion made the point that her experience of attending the Board of Education Matters on behalf of IFUT had made her aware that both IBEC and those representing apprentices feel that the National Training Fund (which has been identified as a source of funding for higher education) should be entirely devoted to apprentices. Their rationale was the need to overcome the current deficit in apprenticeships

which had been dramatically reduced during the period of the financial crisis. Therefore, if higher education wants to get a slice of the NTF pie we are going to have to lobby very hard for it. Edward Lahiff, UCC said that he fully supported the motion but had one caveat to enter which was that we need to ensure there is equality of access and the question of equal access needs to be fully incorporated into our debate.

The motion was put to the ADC and adopted unanimously.

At this stage the General Secretary said that we would suspend debate on the Motions to hear short addresses from our Fraternal Delegates.

Larry Flanagan of the Education Institute of Scotland (EIS) then delivered a message of solidarity to the IFUT Conference. In so doing he praised the international profile of IFUT. He referred to his own Irish roots and also to the crucial importance of the implications of the Brexit Referendum. He also referred to the inequalities in higher education funding in the United Kingdom. England and Wales charge very high fees but in Scotland higher education is still fully publicly funded.

Jens Vraa-Jensen of the Danish Masters' Union (DM) also extended solidarity to the ADC and in particular to the General Secretary. There is no doubt that higher education unions right across Europe and the world face the same challenges and problems, notably the issue of funding and the growing prevalence of precarious employment. We are also easy targets for criticism. In fact, some commentators would have you believe that academics were responsible for the crisis! It is important that internationally we co-operate to ensure that governments are forced to abide by the commitments given to strong public funding of higher education.

The debate on Motions then resumed

3 Researchers

“Conference notes the deliberate failure of the Department of Education and the government to address the endemic insecurity and consistently precarious working conditions experienced by postdoctoral researchers in third level institutions.

Conference condemns the exclusion of researchers from the Cush Report and the consistent attempt by the government to maintain inferior employment and working conditions for this group of highly qualified employees.

Conference further notes that the treatment of postdoctoral researchers is exceptional within the public service and amounts to the creation of a new category of employee with inferior rights and conditions.

Conference rejects the attempt by the Minister for Education to hide behind specious arguments of institutional autonomy when employment policy in HEIs is effectively driven by government policy.

Conference calls for

- the extension of the Cush Report to postdoctoral researchers forthwith;*
- the development by the HEA of a coherent strategy for postdoctoral researcher careers which recognises the professional status and contribution of researchers;*
- the ending of unacceptable managerial policies pursued by a number of Irish HEIs which are designed to facilitate the de facto removal of postdoctoral researchers on economic grounds under the guise of 'career development'.*

Conference re-affirms the commitment of IFUT to represent postdoctoral researchers and campaign for the full vindication of basic entitlements for researchers within the public service.”

Proposer: Trinity Branch

4 Research Careers

“That this ADC calls on IFUT to establish a functioning fit-for-purpose and attractive Research Career framework, and to lobby the Government and State Funding Agencies for the establishment of nationally approved Statutory Researcher Pay scales in parity with Academic Scales at the national level.”

Proposer: UCC Branch

5 Postdocs are not “Trainees”

“That this ADC calls on IFUT to address the postdoc ‘trainee’ issue and engage with universities to ensure postdocs are recognised as professionals (by ensuring they are not

designated as trainees in development roles) and to lobby funding agencies and the Government to make more funding available for senior postdocs, as it is a point of attrition of excellent research staff within the University Sector.”

Proposer: UCC Branch

Motions No. 3, 4 and 5 were debated together. They were proposed by the Incoming President, Aidan Seery, TCD who said he was speaking on behalf of his colleagues in the TCD Branch. The motions were seconded by Rosarii Griffin, UCC. Commencing her speech Rosarii spoke directly to Dr Barham and in English and Arabic sent him a message of warm solidarity. She said that she was the Chairperson of the Research Staff Association in UCC and as such she very much welcomed IFUT’s decision to set up a Researchers’ Group. She said that IFUT must push very strongly for real career opportunities for Researchers and proper rates of pay at each point of the career. The reality is that precarious employment is eroding higher education standards.

The three motions were put to a vote and were each carried unanimously.

At this stage the General Secretary said that he wished to invite the Chief Executive of the Teachers’ Union of Ireland Credit Union to announce the results of the draw which had taken place in conjunction with the ADC. There was also a draw for tickets to the Catalan Chamber Orchestra Performance in the National Concert Hall.

The General Secretary said he wished to use this opportunity to urge Branches to have a representative from the TUI Credit Union visit to explain the benefit of membership to members and he wished to thank the officers of the TUI CU for the excellent co-operation between IFUT and the TUI CU which brings a significant benefit to IFUT members.

Resumption of Debate on Motions

6 Tuition Fees for Postgraduate Programmes

“That this ADC calls on all Irish universities to freeze and where possible reverse all recent tuition fee increases for Postgraduate Programmes, pending a full review of the impact of these tuition fee increases on students, where such impact might include not only financial but all aspects of the student experience.”

Proposer: UCC Branch

The motion was proposed by Brendan Richardson, UCC. He said that there has been no research conducted on the impact of these fees and this is very surprising. Postgraduate students often miss lectures due to the need to work to pay these fees.

The motion was seconded by Angela Flynn, UCC

Seán Tobin, NUIG said that one of the factors contributing to costs for such students is the extension of courses up to 4 years in duration and that this was being done for financial rather than educational reasons. Hugh Gibbons, TCD said that some degrees are now for 5 years. For example, the Engineering Degree has now a 5th year that is necessary for it to be accredited by Engineering Ireland. This is an example of the 4+1 Bologna Model where the first 4 years have an annual “free fee” of €3,000 but the 5th year has a fee of €7,000 as this year is regarded as a Postgraduate year. Just like Dentistry and Medicine, the 5 year Engineering Degree and degrees similar to it should qualify as an Undergraduate “free fees” degree. Andrew Loxley, TCD said that they had done some work on this in Teacher Education in TCD. There is no doubt but that €600 per month on top of existing fees will certainly change the social composition of the workforce.

The motion was put to a vote and adopted unanimously.

7 Equality Standards in Universities

“This ADC welcomes the significant equality developments such as centrally funded maternity cover which helped to gain UCD its recent Athena Swan Institutional Bronze Award. IFUT calls on the HEA to monitor and report on equality standards in Irish universities in order to ensure that the progress already achieved is sustained and developed further.”

Proposer: UCD Branch

The motion was proposed by Tina Hickey, UCD. She said that there was increased interest among university managements in the issue of equality due to the Athena Swan initiative but this was more because of the funding implications. This may be cynical but one finds comfort where one can. Maternity cover means that for the first time a woman academic can look her colleagues in the eye when she is pregnant because she knows that her position will be filled during her absence on maternity leave. In general, however, research shows that “progress has gone backwards”. The award of a bronze star under Athena Swan should not be seen as an end in itself but as merely one stage in a process towards full equality.

The motion was seconded by Emma Sokell, UCD and adopted unanimously.

8 Equality

“As a consequence of the changing role of our statutory mechanisms within the newly formed Workplace Relations Commission and their place in the continuum of equality processes, this Conference commits IFUT to strengthen the argument for a broad range of interventions for workplace conflict and the need for earlier, interest-based involvement in Equality cases.”

Proposer: Executive

The motion was proposed on behalf of the Executive by Joan Donegan, Deputy General Secretary. In the course of her speech Joan said:

“In July 2011, the Minister for Jobs, Enterprise and Innovation, Mr. Richard Bruton, TD, announced a programme to reform the State's workplace relations/employment rights and industrial relations structures and frameworks.

The enactment of the Workplace Relations Act, 2015 gave statutory authority for a two-tier Workplace Relations structure by merging the activities of the National Employment Rights Authority, the Labour Relations Commission, the Equality Tribunal, the Labour Court and the Employment Appeals Tribunal into a new Body, the Workplace Relations Commission (WRC).

Under the Act, the services offered, include Conciliation and Early Resolution Services and an Adjudication Service and Compliance and Enforcement Services.

However it would appear that women seeking to pursue cases concerning career progression in the workplace are being both delayed and discouraged by an effective failure of industrial relations processes in this area.

The current discrimination cases, taken by four women in NUI Galway, is an example of the practical result of such a failure in overall industrial relations policy.

This week saw the scheduling of the High Court hearing for the equality cases at NUI Galway. While this issue has now been referred to mediation, almost on the steps of the High Court, the extent of financial and personal stress on the women involved, over a two year period, is a cause of grave concern.

It also acts as a major deterrent to any other woman, in any workplace situation, who is experiencing discrimination.

In April 2015 a fifth female lecturer, due to personal reasons, decided to withdraw her case

from the legal process and to take a case through the industrial relations procedures with IFUT to the Labour Court, rather than the Equality Authority, as the case was outside the timeframe for referral to that forum.

IFUT's arguments focused on management's failure to correctly implement its own policies as regards the criteria and process of promotion, from Lecturer above the Bar to Senior Lecturer.

Management at NUIG refused to engage with IFUT at local level, refused to attend a Rights Commissioner hearing, and sought the withdrawal of the case from the Labour Court on the grounds that it was not a trade dispute.

A date for a full hearing of the Labour Court was set for 5th May 2016 in Galway. (this time last year).

The Chair of the Court opened proceedings by addressing a preliminary question raised by the NUIG Solicitors with regard to their concern regarding the lack of consultation prior to the hearing of the Court case.

The Chairman, without hearing the submissions from both parties, directed the parties to return to the workplace, and engage in consultations at local level.

IFUT argued that it had already met with management at local level but NUI Galway had refused to engage in discussions.

IFUT reminded the Court that management had also refused to engage with the Rights Commissioner Services and sought withdrawal of the case from the Labour Court,

The Labour Court Recommendation was subsequently issued in CD/16/7 - LCR 21233
"The Court recommends that the issue that forms the subject matter of this referral be processed, as agreed between the parties, through the appropriate internal procedures of the University."

On 9th May 2016 IFUT wrote to management at NUI Galway seeking a meeting with suggested dates for end of May 2016.

As no arrangements to meet were made by management at NUI Galway, on 8th July 2016, IFUT sought a second Labour Court hearing under Section 20(1) of the Industrial Relations Act, 1969.

A referral of Section 20(1) of the Act confers an obligation on the party filing the claim to accept a binding determination from the Labour Court.

The Chairman of the Labour Court in correspondence dated 18th July 2016 stated that Labour Court Recommendation 21233 already issued “*concluded the Court’s role as regards that referral.*” The Court stated that it must treat any further referral as a “*fresh referral to the Court.*”

Also, the Chairman suggested that IFUT “*engage with the employer in this case to establish the employer’s intentions as regards recommendation number LCR 21233 prior to initiating a fresh referral to the Court.*”

After several attempts to agree a date to meet with NUIIG, management confirmed that an internal grievance panel had been appointed **by them** (the University) to hear our member’s grievance.

The outcome of this farrago, found, as expected, against our member, Dr. Elizabeth Tilley.

For the third time we sought a Labour Court hearing for our above member at NUI Galway under Section 20(1) of the Industrial Relations Act, 1969 - and we now have a date of 31st May 2017, one year after the first hearing of the Labour Court and two years after initiation of industrial proceedings in this case.

Colleagues, it is so disappointing and disheartening that there has been such a delay in the hearing of the Labour Court case, while another, more costly and difficult legal route, in the High Court considers a mediated resolution, before the “no cost option” at the WRC.

Surely, this action by the WRC sends out a message to female academics and to women working in the wider employment sector, that industrial relations is not a viable option for them.

This is something which should give rise to serious soul searching by all parties including the trade unions, employer bodies, the Labour Court and the WRC.

Despite a major review and report on the issue, produced under the auspices of former EU Commissioner, Máire Geoghegan-Quinn in June 2016, there appears to be no greater urgency now to resolve the issue, than in the past.

While in the specific area of third-level education, a number of universities are now engaging with the Athena Swan process to facilitate women's career progression, the situation is still very much a 'push-not-pull' approach.

The result is that women, not just in third-level, but in the entire workplace environment, are being sent a very clear, if indirect signal, that tackling gender discrimination is not a 'real' priority.

They are being left in a limbo and forced in many cases to respond to, or initiate, very costly and stressful legal proceedings to advance individual cases.

Surely this is wrong, surely it time that this serious situation is addressed.”+

I commend the motion.

The motion was seconded by Tina Hickey, UCD and adopted unanimously.

9 Support for Equality in NUIG

“This ADC calls for formal recognition of the need for ongoing support of the five female Lecturers at NUIG who are involved in High Court and Labour Court cases involving breaches of promotion procedures and policy at the University.”

Proposer: NUIG Branch

The motion was proposed by Alastair McKinstry, NUIG. “Welcome to Groundhog Day!” he said. Delay is the constant and consistent approach by NUIG to all staff issues in particular to the issue of equality. There is no doubt but that the women referred to in this motion have had to deploy huge moral and physical courage to stand up for their rights and they need and deserve our full support.

The motion was seconded by Kevin Davison, NUIG and unanimously adopted.

10 Unacceptable Treatment of Administrative, Library and Support Staff by TCD

“Conference condemns the recent policy of Trinity College Dublin to offer no permanent contracts to new administrative/library/support staff and to replace permanent positions in these grades with fixed-term contracts of varying lengths leading to non-replacement of permanent staff in these areas (in breach of clause 3.3.5 of the PSA).

Conference expresses its full solidarity with IFUT members in the affected grades and notes with grave concern the detrimental effect of these policies upon our members (and members of other unions), and the undermining and undervaluing of members of the TCD community whose work and expertise are indispensable to the College's core activities of teaching and research.

Conference calls upon TCD to reverse these policies which are inequitable, of dubious legality and utterly detrimental to the well-being of staff in the affected grades and indeed to the wider college community.

Conference also condemns the decision by the college authorities to suspend the operation during the current academic year of the progression/promotion committees for administrative/library/support staff. Conference calls upon TCD to convene the relevant progression/promotion committees at the earliest possible opportunity (with retrospective provision for successful candidates).

Conference further notes with concern the proposed job evaluation process currently under consideration, which is sweeping in its scope and carries the risk of a severe erosion of terms and conditions of employment for IFUT members in administrative/library/support roles.

Conference further calls upon the college authorities to engage in meaningful consultation on the proposed job evaluation process and not to proceed with the implementation of the evaluation process in the absence of agreement with IFUT and other unions representing the relevant grades.

Proposer: Trinity Branch"

The motion was proposed by Seán Hughes. TCD. He said that the General Secretary had referred in his speech to the ballot by the staff in TCD for strike action in pursuit of this issue and in opposition to TCD's proposal to replace permanent staff with fixed-term staff. These grades are just as important to the functioning of the university as academic grades and there is accordingly overwhelming support for their action and stance. It is also the case that TCD has unilaterally suspended Progression and Promotion Committees. We must call upon TCD to engage meaningfully with us. A meeting is scheduled in the WRC later this month.

The motion was seconded by Aidan Seery, Incoming President/TCD.

Speaking in favour of the motion Hugh Gibbons, TCD said: One may consider that the reason why TCD is not having a promotion system for its administrative/support/technical staff and not hiring any more permanent staff in this category is that it is broke and that it is

about to go bankrupt. This is not the case. Trinity is about to embark on a one billion euro investment in Engineering, Environment, Energy and Computer Science. Trinity College should invest resources in its current staff who already have suffered years of austerity. This is a case of Trinity putting more value on future staff who do not yet exist rather than recognising the value of current staff who do exist.

The motion was put to the ADC and adopted unanimously.

11 Charter for Casuals

“That this ADC calls on all branches of IFUT to implement the 'Charter for Casuals' and to seek accurate data from their HEIs on the numbers, rates and demographics of all casually employed academic staff.”

Proposer: UCC Branch

12 Casualisation in Universities

“That this ADC calls on the Executive of IFUT to allocate funds to the carrying out of a discrete piece of research to establish the current situation as regards casualization across Irish Universities and Colleges. The terms of reference of the research should seek to establish the extent of casualised teaching and research staff across Irish HE.”

Proposer: UCC Branch

13 Casualisation in Higher Education

“This ADC notes the ongoing move to casualisation across the Higher Education sector and the research area in particular, with the move to fixed-term-only contracts with "training" for postdocs to avoid the fixed-term workers act. We call on IFUT to campaign against casualisation and for the creation of career paths to permanent employment for postdocs and researchers.”

Proposer: NUIG Branch

These three motions were taken together and each was formally proposed.

Speaking in support of the motions Angela Flynn, UCC said the IFUT Charter for Casuals provides a Code of Practice for IFUT members in order to support and defend casual and precarious workers within our institutions. The Charter calls on IFUT members to put

pressure on their institutions to improve their employment and labour practices. A survey by “Third-Level Workplace Watch” shows that 62% of casual workers are female. 57% of the casual workers surveyed were doing precarious work for 5 years or more and on average for 8.5 years. Some of our colleagues are paid by book tokens and many universities engage wholeheartedly with the Job-Bridge Scheme. Combatting casualisation is an issue for all of us and it entails resisting the corporatisation and privatisation of third-level education. We must tackle the culture of silence and neglect of these vulnerable colleagues with whom we all work. She asked for unanimous support for the motions.

Alastair McKinstry, NUIG said the same issues arise in Galway. It is very hard to get actual numbers from the College with regard to the prevalence of precarious work. The only way that you count is if your name is in the university’s telephone directory.

The three motions were then put to the conference and each was adopted unanimously.

14 Appointments to University/College Committees

“Participation in committees, and particularly participation as Chair or officer, is of importance for promotion in Irish universities. In UCD, chairing a committee has been explicitly listed as a marker of Leadership under Contribution for staff promotion. Therefore there is a need to ensure equality of access to such roles, not just gender balance in committee membership as stated in the Equality Action Plan. In order to ensure equality and fairness in the allocation of committee leadership roles, ADC calls on IFUT to lobby Irish universities to ensure that the appointments process to University/College committees (both for ordinary membership and in particular for the roles of Chair or other officer positions) is open and transparent.”

Proposer: UCD Branch

The motion was proposed by Tina Hickey, UCD. Tina said that there is significant stress attached to the role of chairing university and college committees. There is a need for more than just gender balance, there is a need for more transparency generally.

The motion was seconded by Kelly Fitzgerald, UCD.

Colm Ó Dúnlain, TCD said that it was unfair that only senior people can vote in such areas. Cormac Ó Cuilleánáin, TCD said it was unfair that one could be criticised for not doing that which you never had an opportunity to do. So, if you volunteer to serve on such committees this should be recorded to your benefit even if you are not appointed.

The motion was put to the conference and adopted unanimously.

15 Closure of the Church of Ireland College of Education

“This ADC deplores the way in which CICE was closed, the chaotic manner in which CICE staff and students were moved to DCU and the continued failure of the Church of Ireland authorities to ensure equitable consideration for them.

This ADC acknowledges the significant personal and professional losses experienced by IFUT members in CICE following incorporation into DCU. It notes that there are a considerable number of outstanding issues to be resolved for IFUT members, some of which have been referred to the WRC. It also notes the enormous additional workload for all members during the period prior to incorporation and the fact that some commitments made then have yet to be realised. It calls on the relevant Church of Ireland authorities, through Archbishop Michael Jackson, to acknowledge their responsibility for the losses incurred by the CICE staff and students on incorporation of CICE into DCU, and to engage immediately and meaningfully with IFUT on the issue of appropriate compensation for IFUT members who formerly worked in CICE.

This ADC expresses solidarity with IMPACT members who are former staff of CICE in their on-going efforts to resolve serious outstanding issues in relation to the incorporation process.

This ADC acknowledges the work of the Church of Ireland College of Education Staff Support Group (CICESSG) and urges all IFUT members to support, where appropriate and possible, the efforts of this group to highlight issues on behalf of former CICE staff.

This ADC calls on DCU to engage with IFUT members formerly of CICE on the significant losses being experienced as a result of incorporation.”

Proposer: CICE-DCU Branch

The motion was proposed by David McKeon, CICE/DCU Branch. David said that in November 2012 the Board of Governors of CICE had assured staff that they would be

protected in the Incorporation into DCU and on this basis the staff had engaged with the process. However, we can now see just how much we have suffered. The Board of Governors acknowledged the validity of our concerns but said that it had no funds despite the fact that it had handed over very expensive college property. Our professional identity is damaged and we now have to embark on the rebuilding of our careers. We have been badly let down. Sue Miller, CICE/DCU said it is not just academic staff who suffered, we ask for solidarity for non-academic as well. She also wished to acknowledge the great work done by the CICE Staff Support Group. We have already had one public protest and have written to the Church of Ireland Gazette. Today one of our members is attending the Church of Ireland Synod and is speaking to the Bishops with regard to our issue. Mike O’Keeffe, SPD/DCU said that colleagues had been shamefully treated in the Incorporation process. It is important to say that everything in New DCU is far from grand and rosy. It may be for those at the top but not for ordinary staff. We have lost administrative colleagues. Collegiality and mutual support is gone. Our career path is not recognised in DCU. He predicted that IFUT is going to be very very busy in DCU. Gerard Enright, MICL said that he was alarmed reading this motion. He recalled that we had declared at a previous ADC that we would not sign-off on industrial relations issues until a resolution was achieved. The General Secretary said that the motion had mandated IFUT not to agree until such time as the members themselves felt that they had achieved appropriate progress. Such a mandate had been overwhelmingly given to Head Office. In other words, the members felt that IFUT had done as much as could reasonably have been expected of them and indeed were grateful for it. However, this never implied that the members themselves were happy with having been put in this situation in the first place. Mike also explained that it was impossible to envisage a situation where compensation could be paid to our CICE colleagues by the Department of Education. This was because the decisions which were being impugned were decisions taken by CICE and it was disgraceful that the Board of Governors at that college were hiding behind the Department of Education as if the Department’s equally bad behaviour justified their breach of faith to their own staff who had given many many years of faithful service.

The motion was put to the floor and unanimously agreed.

16 Union Rights in DCU

“This conference notes that IFUT members in DCU have voted overwhelmingly (105 to 1) to continue to demand the right to collective bargaining and the enjoyment of full trade union rights in that university.

The ADC instructs the General Secretary to prioritise this issue in the coming year.”

Proposer: Executive

The General Secretary said that the speech given by the President earlier was the best that could be said in favour of this motion and he felt that given what we had already discussed it was appropriate for us to go straight to a vote.

The motion was seconded by Rose Malone, MU and adopted unanimously.

17 Re-grading and Promotions

“This ADC calls on the Department of Education and Skills to sanction the regrading and promotion of former CICE academic staff in line with the recommendations made to the DES following the CICE internal academic promotions process conducted prior to incorporation.”

Proposer: CICE-DCU Branch

This motion was withdrawn on the basis that the issue had been resolved.

18 Higher Education in Palestine

“This ADC gives a warm welcome to our guest Dr Amjad Barham representing the Palestinian Federation of Unions of University Professors and Employees (PFUUPE).

We extend our solidarity to all of those who are struggling in the most difficult of circumstances to provide the entitlement and the gift of higher education to all citizens throughout the region and, in particular, in the occupied territories.

We call upon the worldwide community of academics and researchers to support trade unions such as PFUUPE so that, despite the dreadful hardships which are being inflicted upon the people in this region, the children and young adults of Palestine will enjoy the benefits of education up to the level of their individual ambitions, needs and capabilities.”

Proposer: Executive

The General Secretary proposed this motion on behalf of the Executive. He said the first thing he wanted to do was to acknowledge the very moving account given to us by Dr Amjad Barham. The Executive appreciates that the issue of Israel/Palestine gives rise to very strong emotions and divisions but hopes that we have framed this motion around education

so that we can get a unanimous endorsement. He recalled that many years ago he had had the opportunity to spend some time in a Palestinian Refugee Camp in Southern Lebanon. He was amazed when shortly after his departure this camp had been bombed by the Israeli Airforce and the Irish media had referred to it as a "Palestinian stronghold". In other words, a Palestinian stronghold is a place where Palestinians live despite the fact that most people would interpret the term to mean a legitimate military target. Ever since then he had read reports from Palestine very very carefully and he would urge all people to do exactly the same because the reality is that the truth is being mangled every day in the media. It is precisely in times of great division amongst us on issues such as this that we most need academic freedom and the freedom to debate and exchange ideas. In this context he wishes to pay a particular tribute to those of our colleagues who had held a conference in UCC on the issue of academic freedom and Israel and Palestine. It had been shameful that UCC had tried so hard to stop this conference and it is to their great discredit. It is also to the great credit of the great organisers that all of the wild predictions by UCC that the conference would inspire violence had come to nothing and there had not been a single untoward incident during the whole period. People are entitled to their different views on the global issue but the heart of the resolution is to express solidarity with the suffering of the Palestinian people and support for them in the achievement of the best possible system of education. He commended the motion.

The motion was unanimously adopted.

19 Royal Irish Academy

*"We hereby call upon Conference to **congratulate** our long-suffering Royal Irish Academy colleagues on a gratifying outcome to their struggle; to **commend** the sterling service extended at all times to our members by the staff of Head Office, particularly Joan Donegan; and to **call** once again upon the Royal Irish Academy to correct the bizarre institutional anomaly that caused the problem in the first place and introduce a rational provision for promotional opportunities. There still isn't one."*

Proposer: Anthony Harvey, RIA

Seconder: Larry White, RIA

Proposing the motion Anthony Harvey, RIA said:

“I represent the Royal Irish Academy section of IFUT, and despite its illustrious name and image the Academy has a very poor industrial relations record in terms of how it treats its staff. Other Branches often complain, and rightly, about delays and unjust malfunctions in their promotional systems; but the Academy is almost unique, as a state-funded institution, in having no promotional system at all. Quite apart from that, though, it is now fully nineteen years since the Academy’s attention was drawn to the fact that some of our people there had been assigned to entirely the wrong pay scales; and it is fourteen years since, after pressure from IFUT, it agreed to an independent review. This review found an unanswerable case in favour of the regrading of four of our members. Far from acting on that, however, the Academy chose effectively to promote four administrative staff instead, in respect of whom the review had made no such recommendation. We duly took the matter to the Labour Court, who duly found in favour of our members; but nothing was done. This itself was eight years ago, and long-standing delegates here today will be all too familiar with the various ordinary and emergency motions that IFUT has kindly and supportively passed over the years in solidarity with our campaign.

So, why have we an emergency motion again today – and why do I look cheerful about it? Because finally yesterday, at a crunch meeting of the Workplace Relations Commission, we won – unexpectedly, suddenly, and comprehensively. Yes, in respect of our so-called “Spearhead Four” the re-gradings we had sought were granted and, in fact, at a higher level than had been recommended by the independent review and accepted by the Labour Court. So it is a question of my expressing copious and heartfelt thanks here today: to the “Spearhead Four” themselves, for staying the course and not losing faith in IFUT’s efforts; to their immediate IFUT colleagues on the Academy staff, who stood to gain nothing themselves from this campaign but who stood by the Four in commendable solidarity; to the personnel of successive IFUT Councils and National Executives for being always ready to listen sympathetically to my accounts of our plight, and for their ready offers of support; to the General Secretary and indeed to his predecessor, Daltún Ó Ceallaigh — yes, this case goes back that far — for the strategic expertise and tactical wisdom they invariably brought to the matter; but, in particular and outstandingly, to our now General Secretary designate, Joan Donegan, for her warm personal encouragement of the people afflicted, for her realism coupled with constant cheerfulness, for her mild-mannered yet ruthless skill in

negotiation, but above for all her patience and dogged, tenacious determination, sustained year after year after year, to get an acceptable outcome for our members, no matter how great the enormous workload it placed upon herself. Thank you, Joan!

Now, this address must take the form of a resolution, so I hereby call upon Conference to **congratulate** our long-suffering Royal Irish Academy colleagues on a gratifying outcome to their struggle; to **commend** the sterling service extended at all times to our members by the staff of Head Office, particularly Joan Donegan; and to **call** once again upon the Royal Irish Academy to correct the bizarre institutional anomaly that caused the problem in the first place and introduce a rational provision for promotional opportunities. There still isn't one.

“Colleagues, I propose this motion.”

The following Addendum was then proposed by Mr Larry White, RIA:

“We commend our colleague Anthony Harvey, who over many years stayed the course and kept the faith, and without whose persistence, tenacity, patience and resilience on behalf of the campaign, it would not have been possible for such a favourable result to have been achieved.”

Both the motion and the addendum were then put to the conference and unanimously adopted.

12 CLOSING OF CONFERENCE

The General Secretary expressed his appreciation to all colleagues and guests for what had been a wonderful conference. A formal presentation was made to Phyllis Russell, Secretary/Office Manager and to Michael Delargey, Outgoing President in recognition of their work on behalf of IFUT. Michael expressed his thanks to all and wished Aidan Seery his successor all of the very best during his term of office.

The conference then concluded.

Appendix I

DELEGATES 2017 ADC

(As recorded at Conference)

TCD

Dónall MacDónaill	<i>Ceimic</i>
Hugh Gibbons	<i>Computer Science</i>
Andrew Loxley	<i>Education</i>
Aidan Seery	<i>Education</i>
<i>(Incoming Pres)</i>	
Pat Wall	<i>Education</i>
John Walsh	<i>Education</i>
Liam Dowling	<i>Electron&Elect. Eng.</i>
Sonja Hermanns	<i>Electron&Elect. Eng</i>
Rachel Moss	<i>History of Art and Architecture</i>
Cormac Ó Cullleanáin	<i>Italian</i>
Seán Hughes	<i>Library</i>
Cliona Ní Shúilleabháin	<i>Library</i>
Nicole Seabrook	<i>Library</i>
Colm Ó Dúnlain	<i>Mathematics</i>
Eliz. Culleton-Quinn	<i>Physiotherapy</i>

UCD

John Dunnion	<i>Computer Science</i>
Maureen Killeavy	<i>Education</i>
Joe Brady	<i>Geography</i>
Kelly Fitzgerald	<i>Irish, Celtic Studies</i>
Rory O'Shea	<i>Management</i>
Russell Higgs	<i>Mathematical Science</i>
Emma Sokell	<i>Physics</i>
Tina Hickey	<i>Psychology</i>

UCC

Rosarii Griffin	<i>Adult Education</i>
Michael Delargey (Pres)	<i>Education</i>
Edward Lahiff	<i>Food, Business & Development</i>
Anita Wilcox	<i>Library</i>
Brendan Richardson	<i>Management and Marketing</i>
Angela Flynn	<i>Nursing & Midwifery</i>

NUIG

Kevin Davison	<i>Education</i>
Elizabeth Tilley	<i>English</i>
Alastair McKinstry	<i>ICHEC</i>

Seán Tobin

Mathematics

MU

Úna Crowley	<i>Centre for Teaching & Learning</i>
Rose Malone	<i>Education</i>
Maeve Martin	<i>Education</i>
Saranne Magennis	<i>Higher Ed Policy Unit</i>
Liam MacAmhlaigh	<i>Froebel</i>
Cyril McDonnell	<i>Philosophy</i>
Michelle Berigan	<i>Registry</i>
Peter Murray	<i>Sociology</i>

MICL

Gerard Enright	<i>Maths&Computer St.</i>
Norbert Hoffmann	<i>Maths&Computer St.</i>
Catherine Swift	<i>Irish Studies</i>
Patrick Connolly	<i>Theology</i>

DCU

Margaret Robson	<i>English</i>
James Kelly	<i>History</i>
Maurice O'Reilly	<i>Mathematics</i>
John O'Flynn	<i>Music</i>
Michael O'Keeffe	<i>Special Education</i>
David McKeon	<i>Education</i>
Sue Miller	<i>Library</i>

RCSI

Celeste Golden	<i>Admissions Office</i>
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CB

Larry White	<i>Dictionary of Irish Biography, RIA</i>
Anthony Harvey (Vice Pres-Fin)	<i>DMLCS, RIA</i>
Joan Byrne	<i>Microbiology, HRB</i>

APOLOGIES

UCD

Thomas Unger	<i>Mathematical Science</i>
Jacqueline Burke	<i>Nursing & Midwifery</i>

OBSERVERS

Mette Lebech, Philosoph, MU
Anne Cleary, Sociology, UCD
Enrica Ferrara, Languages, TCD
Dmitri Tsiskarashvili, Russian 7 Slavonic Studies

SPEAKERS & FRATERNAL DELEGATES

Amjad Barham, *President*, Palestinian Federation of University Professors
Larry Flanagan, *General Secretary*, The Education Institute of Scotland
Jens Vraa-Jensen, International Affairs, Danish Masters Association
Joanne Irwin, *President*, Teachers' Union of Ireland
John MacGabhann, *General Secretary*, Teachers' Union of Ireland

Apologies

Kieran Christie, *General Secretary*, Association of Secondary Teachers, Ireland
John Boyle, *President*, Irish National Teachers' Organisation
Avril Hall-Callaghan, *General Secretary*, Ulster Teachers' Union
David Thompson, *President*, Ulster Teachers' Union

Appendix II

IFUT PRESIDENTIAL ADDRESS

Michael Delargey

6 May 2017

Colleagues and guests, welcome to ADC 2017. It is hard to believe that a full year has passed since we last met in conference and equally it is hard to fathom that come 5 pm this evening, my two year term as President will have concluded – I can already hear the champagne cork in Cork – the real president of that other Union in my life will be finally glad to have me home more often so that insourcing of domestic duties can resume, in a workplace where colleagues no representational or union rights are afforded! Even Mike Jennings couldn't secure better employment rights there.

Colleagues, this is the second of two presidential addresses that I have had the privilege of making to the ADC of our union. In this address I want to talk about sustainability. What you may ask has sustainability to do with IFUT? The Oxford English dictionary defines it 'as the ability to be maintained at a certain rate or level' and 'the avoidance of the depletion of natural resources in order to maintain an ecological balance'. Colleagues hopefully I will demonstrate how these two definitions can be applied to our work as academics and academic trade unionists and the current state of Higher Education in which we practice our respective academic crafts. My observations concern issues which have struck me as relevant to our sector after attending conferences and numerous meetings over the last year both 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.

Sustainability Challenge One – New DCU and continued Representation.

My union career started as a child when my late father used to bring me to meetings of the National Union of Woodworkers and Woodcutting Machinists. Dad and his co-workers being wood machinists and carpenters naturally joined a union of fellow workers involved in that aspect of the building trade be they carpenters, joiners or machinist. They formed a collective to organise and improve the working conditions and pay for all woodworkers and apprentices. Craft unions worked for craft persons. We too practice a craft and our craft is the academic one with the three pillars of teaching, research and service. We are IFUT, the Irish Federation of University Teachers and our job is to organise and improve the pay and conditions of academics, researchers, professional librarian and other academic roles within the university and Colleges of Education. We advocate for Higher Education and we believe that it should be easily attainable to all citizens. However within trade unionism, not all unions are craft unions and the existence of syndicalism or the ‘One Big Union Idea’ has come into sharp focus for IFUT over the last two years.

Colleagues in 2012, the Finnish educationalist Pasi Sahlberg chaired a review of teacher education in Ireland and as a direct consequence of this review, our members in St. Patrick’s College of Education Drumcondra, the Church of Ireland College of Education and Mater Dei Institute incorporated with Dublin City University. For over 3 years our General Secretary and former President Rose Malone along with the three local branch activists painstakingly negotiated an agreement which resulted in the transfer of our members’ terms and conditions of employment from each constituent college to new DCU. But colleagues, one such condition of employment is the right to

representation and trade union membership. A core component of the right of representation is the right to collective bargaining.

OUR DCU MEMBERS WERE, ARE AND ALWAYS WILL BE REPRESENTED BY US – IFUT!

Now colleagues let me relate my previous sketch of personal trade unionism history, craft unions and the ‘One Big Union’ idea to this story. It is with great regret colleagues that we have a motion going to the ICTU biennial congress to be held in Belfast this July challenging an ICTU Disputes Resolution Committee recommendation concerning union representation and collective bargaining rights in new DCU. I say ‘regret’ because we should have never been put in this situation. Colleagues, the Irish One Big Union SIPTU has objected to our right to organise collectively and negotiate collectively for our members in new DCU. Sadly, ICTU has agreed with them.

My Dad’s first words of advice to me when I started work was to join the right union for your job. So when I started teaching in the BISH, a voluntary secondary school in Galway, I joined the ASTI. On commencing teaching with Co. Cork VEC one year later, I joined the TUI. The ASTI and TUI were the appropriate unions for each school. On starting work in UCC 16 years ago, I joined IFUT because IFUT was, is and will be the right union for university academics. Colleagues could you imagine a situation where the Irish Bus and Rail Union was denied representational and collective bargaining rights for bus and rail workers? Or the Irish Nurses and Midwives Organisation being denied collective bargaining rights for nurses and midwives? I’m sure Dermot O’Leary would have all the buses parked outside Parnell Square and Liberty Hall! Yet this is the ridiculous situation being forced upon us by ICTU!!!! There are academics in new DCU who are not members of any union but who would like to join IFUT. We fit THEIR expectations of the right union for the right job. We

like ICTU want ALL workers to become unionised and to join an appropriate union. ICTU should be encouraging people to organise and join a union. If a university academic thinks that we are the appropriate union for them and wants us to fight for them and doesn't want to or has decided not to join the One Big Union, then let them come to us! Our present St Pats, CICE and Mater Dei members who are now University staff wish for us to continue to represent them and to collectively bargain for them yet ICTU wish to deny them that right!

Shame on you ICTU!

Colleagues it is time for another trade union story of old. In 1983, the ASTI was granted negotiating rights and admittance to the sphere of influence for teachers within the VECs. The TUI had up to that point in time exclusive representational rights for teachers but similar to 2016 when incorporation of new DCU occurred, in 1983 incorporations of a similar kind were occurring in the second level school system. New types of schools were formed. Community Colleges formed from either incorporations of existing vocational schools in which teachers are TUI unionised and ASTI unionised voluntary secondary schools or new greenfield community colleges formed under the Model Agreement between VECs and Diocesan/Religious bodies. Crucially these new schools remained under the control of the local VEC, which had and still does recognise the TUI for collective bargaining rights of teachers. However the ASTI appealed to ICTU and were afforded collective bargaining rights and representational rights for those ASTI members whose schools were incorporated into community colleges. This is a mirror image to what has happened to our members in the Dublin Colleges of Education. Their places of employment have been incorporated with DCU. We like the ASTI of old sought representational rights for our affected members but SIPTU objected and ICTU have disregarded a similar established test case and ruled against us!!

Shame again on you ICTU!

Remember the National Union of Woodworkers and Woodcutting Machinists which I mentioned earlier, in the 1988 they had amalgamated with BATU - the Building and Allied Trades Union, a much larger specialist crafts union for Building workers. Similar to IFUT being a union DEDICATED to improving the working conditions of academic workers, BATU was for the woodworkers the union dedicated to improving the working conditions of building workers. Colleagues the idea of specialism and crucially identity is an important core belief to some workers, IFUT included; and ICTU, SIPTU and other One Big Union advocates must respect and validate that. Our colleges of education members value their IFUT identity and wish for that to be upheld – ICTU take note! Two last short trade union history lessons for ICTU and SIPTU and other One Big Unions who think they can bully smaller unions – On 1st January this year UCATT Ireland amalgamated with TEEU not UNITE unlike their UK counterparts. I asked friends of mine in that Union why and I was politely informed – that they are not a general union – they represent workers in technical, engineering and electrical employments – they affirm our professional identity. Last month CityJet airline declared that it is ceasing its engagement with the trade union Unite regarding pilots conditions as a recent ballot of its pilots has thrown up an ‘overwhelming majority’ saying that the Irish Airline Pilots’ Association should be their representatives. Once again the importance of professional worker identity has being expressed by a group of workers. ICTU, for some workers, the One Big Union concept does not work. If you are serious about organising workers, then you must allow workers to join the right union for the right job and you must promote and allow all unions to work side by side in the workplace.

Colleagues, I mentioned sustainability earlier and it is obvious that the outrageous situation in new DCU inflicted upon us by ICTU and

SIPTU has potential recruitment consequences for us and it is an attack on our ability to organise and represent university academics.

BUT WE WILL NOT LET THIS HAPPEN!

We will continue to recruit, organise and represent our members in DCU. ICTU may vote to expel us but so be it because colleagues ‘an injury to one is an injury to all’ and each branch of IFUT will stand by its Dublin colleagues. This may mean wider national consequences for us, the withdrawal from One Cork, the trade councils and other ICTU bodies. I have always been an ICTU loyalist. I am proud to be the Vice-President of the Cork Council of Trade Unions but I am IFUT President first and my loyalty is to my friends and colleagues in new DCU who wish for us to represent them.

WE WILL NOT LET YOU DOWN!

Sustainability Challenge 2 - A Research Career

2017 colleagues has seen some good news for a group of members within our Union. After 7 years of organising, negotiating, campaigning and even striking, I am pleased to inform you that the Tyndall dispute in Cork is over. Tyndall staff are very much representative of the national situation concerning our researcher colleagues in what-ever discipline they work in. They had no proper pay scales, no access to public pay agreements which awarded pay increases. Yet they were subject to all the cuts in pay. After numerous trips to the WRC and Labour Court, a Job Evaluation Exercise and an Appeals process, our members in Cork saw their increase in pay in their April pay cheque. IFUT delivered! The decision we took ten years ago in 2007 to admit researchers into our membership and the subsequent success in the Tyndall researcher case affirms and validates that original decision and should serve as proof to all researchers that IFUT is and should be your Union. I remember the debates in Cork prior to the decision to recruit. Not all members

wanted us to recruit our researcher colleagues but as a number of us pointed out in those discussions the Research enterprise is fundamental to our work and 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. The Tyndall success is only the start. Our work in fighting for our researcher colleagues is far from over but the Tyndall victory may provide a pathway. I welcome the call by our researcher members for the establishment of an IFUT national subgroup to work for their researcher colleagues.

At last year's ADC I called for the publication of the Cush report or to give it its proper title: 'The Report of the Expert Group on Fixed-Term and Part-Time Employment for Lecturers'. I would like to think that it was because officialdom heard our ADC's call for its release that they did so later that week. – IFUT delivered! Now whereas we welcome its release and its application to our casual and precarious lecturing colleagues, we are dismayed and angry that it does not apply to our researcher colleagues. Once again our researcher colleagues seem destined to remain the forgotten cohort of academic workers. The Expert group was debarred from including researchers as part of its terms of reference on the insistence of the Department of Education and Skills.

This 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. Why does the Department of Education and Skills avoid the thorny issue of addressing a proper research career? When will they realise that to attract more people into research, they must make it a sustainable career choice for our colleagues who practice this element of the academic craft?

The Tyndall success has given us a possible pathway to a solution to a career path. Research career staff in that institute are now on appropriate pay scales. Our members can now see a pathway through the scales and promotional opportunity. It is not a perfect pathway but it is a start. I call upon the Department of Education and Skills, DEPR, the HEA and the IUA to sit down with us and start developing a proper career path for researchers. We have a blue print from the Tyndall process. It is no longer acceptable to deny our researcher members a career structure. The Tyndall agreement excluded post-doctoral researchers. They must be included in any future process aimed at developing a research career. The inclusion of a training element to post-doctoral posts in our universities as a means of avoiding obligations under the Fixed Term workers Act is demeaning to our colleagues who have already completed at least 8 years formal education prior to appointment as Post Docs - they are not trainees. Precarity, lack of job security and no visible career structure must not become the hallmarks of a research career.

We must continue to organise in this sector and so I invite all researchers to come and join us so that together we can improve the working conditions of all academic staff. IFUT has already successfully engaged in collective bargaining for our Tyndall members. By joining us, we can together improve the working conditions of all researchers. A sustainable, rewarding and valued career is the entitlement of our researcher colleagues.

Sustainability Challenge 3 - The SSR.

For some of our colleagues, the austerity decade has been a lost decade. The push for more 4th level education in the Noughties, more Ph.Ds, researchers, has not been met with increased academic posts. Careers and dreams have been shattered. According to the OECD Education at a Glance report of 2015, Our student/academic staff ratio

is 20:1. The latest OECD average is 17:1. Countries with better student/academic staff ratios in HE tend to be amongst the more competitive internationally. Take for example Sweden with a ratio of 11:1 or even an Non EU country such as Norway with a ratio of approximately 10:1. In Budget 2017, €36.5 million funding was allocated to the Higher Education Sector. I personally like the quote from the March 2017 consultation paper on the proposed Exchequer-Employer Investment where it says on pg 33 “As part of Budget 2017, Exchequer re-investment in HE has commenced...”. Colleagues why the need for ‘Re-investment’? The Exchequer should never have stopped investing in our sector in the first place!!! We welcome the investment but €36.5 million spread over 30 HE institutions is not adequate investment. Increased investment is needed now in HE and if the State is serious about the role and potential of our sector to drive societal and economic growth then they have to invest in us. Higher Education was sacrificed on the altar of austerity and the results of that sacrifice are starting to show with outdated buildings, equipment, large classes, burnt out staff, increased casualisation and a worsening of the student experience. Innovation 2020 calls for an increase in annual research masters and postgraduate enrolments by 500 to 2,250. The Action Man Minister in his Action Plan for Education 2017 wants an increase of 200 postgraduate research enrolments. Minister - who will supervise and teach these new fourth level students? Who will teach and supervise the projected thousands more students forecast to come to Higher Education over the next 10 years? IFUT lecturers and researchers are working to full capacity. We agree with the Expert Group on Future Funding for HE’s view that improved student/academic staff ratios will support the high quality, high engagement, teaching and learning needed by Ireland and which frankly is deserved by our students, to maintain and improve competitiveness. So start recruiting! We need new, additional, real, permanent wholetime, tenured jobs in our Universities - we will not tolerate a further proliferation of part time, precarious work for our

colleagues. The shattered dreams I mentioned earlier referred to the newly graduated, mid-twenties and older, fourth level educated student who encouraged by Government rhetoric and strategy to pursue his academic passion to the ultimate level 10 qualification suddenly finds that the academic jobs do not exist. What hope is there to achieve happiness, prosperity and a sustainable livelihood 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. The age of austerity had its casualties - the lack of career opportunities in academia has been one.

It is time for re-investment in education, lower the student/staff ratio. Recruit more academics. The government have identified the work which they want our sector to do, the workers need to be recruited to do it.

Sustainability Challenge 4 - Restoration of Pay.

Colleagues, we are all waiting for the pay talks to commence. We have abided by the terms of successive pay agreements forced upon us by the Austerity Junky administrations of the previous decade. I say 'forced' because in reality they were. FEMPI legislation accompanied the 'agreements'. Democracy and the union ballot box were dismissed and ignored by the administration. We were simply instructed to accept or else....Colleagues we cannot freely engage in pay bargaining with our employer if the FEMPI legislation remains on the statute books. It must be repealed.

IFUT however will not be greedy when it comes to the pay talks. We are not asking for a pay increase. We simply want pay restoration as was promised us under the Landsdowne Road and Haddington Road agreements. Restoration of all our pay, allowances and the abolition of the pension levy. We do not have gold plated pensions. The

prospect of many academics reaching the magic 40 years is very slim considering that precarity and lack of tenure is the norm for the early part of the career for many of our members. They are not in pensionable full time jobs in the early part of their career so a sustainable livelihood with a decent full pension is a dream to many in academia. The new career average pension model will militate against many new entrants achieving a decent pension in their later years. Pension issues do not just affect the new employees in the sector, we demand that our current pensioners also have their pensions restored. A lot of retired members paid extremely high tax rates in the early part of their careers in the 1970s and 1980s. They have contributed to society - they deserve their promised pensions. Staggered readjustment of their pensions is not on and frankly, it is insulting.

No doubt colleagues, the other side, I prefer the term 'dark side', after all Star Wars is very much back in vogue, will demand more productivity of us in return for our restoration.

We will be giving no additional productivity. This is not a Pay increase claim. It is restoration.

Colleagues, we do of course realise that Higher Education like all other public services needs to be paid for. And the Expert Group on Future Funding for HE has identified a mechanism for doing so. The group identified three sources of funding: Exchequer, Students and employers. Each of us cares about the student experience in our respective disciplines and respective institutions. We wish for higher education to be an equal opportunity to all who wish to pursue it. Everybody in society benefits from higher education. Forty years ago this year, Ireland had the benefit of Free Secondary School Education thanks to the late Donagh O'Malley. Free second level education was opened up for the common good. In the mid-1990s, third level tuition fees were abolished for the common good. Students pay an annual

€3,000 registration fee which is a substantial lot of money.

Colleagues our students already pay their fair share of college fees.

The reintroduction of student fees will place third level education beyond the reach of a lot of students and families. Taxation and the employer funding mechanism have to be considered as the primary funders for higher education. The proposal to increase the National Training Fund levy from 0.7% to 1.% is to be welcomed as employers benefit from having a skilled, educated workforce. There are many multinationals who come here because of our skilled third level educated workforce. They are making huge profits on the backs of our graduates whose education has been paid by us through taxation. They can afford to contribute to the funding of third level education.

IFUT is and always will be a campaigning union. We are dedicated to promoting and improving higher education and we will work endlessly for the benefit of employees, students and the common good. We have many challenges ahead over the coming years and we will be experiencing staff changes in head office. It is only appropriate at this point that I salute and thank Mike Jennings our General Secretary who retires at the end of August. I started my speech by referencing the importance of craft unions and their dedication to promoting the tradespeople within them. Over your ten years with us Mike, you have worked tirelessly to make IFUT into the academic craft union that it is today and made it fit for purpose. You consolidated our transformation from a professional association to a real academic trade union. You brought our small union onto the Executive Committee of Congress and the Bureau of ETUCE. We are no longer bit players in the wider trade union movement either at home or away.

I congratulate Joan on her appointment as General Secretary and

welcome Frank Jones as our new Deputy General Secretary. We are all confident that we can together both official and activist build IFUT into a stronger, vibrant union. Ní neart a cur le chéile.

Thank you.

Appendix III

Speech by Mike Jennings, General Secretary, IFUT.

ANNUAL DELEGATE CONFERENCE

6 MAY 2017

Dear Colleagues Dear Friends,

It is my great honour to present the Annual Report to the 2017 Annual Conference of IFUT.

At the outset I want to offer a word of congratulations.

I want to congratulate IFUT for having the wisdom and foresight to appoint Joan Donegan as General Secretary-Designate with a view to her taking up the role of General Secretary on 1 September 2017.

Of course, I probably should congratulate Joan also although, knowing the amount of work facing her, maybe commiserations would be more in order?!

Seriously though, this is a great and historic development. Joan is exceptionally well suited for the job and I know she will be hugely successful.

By the way, Joan will become one of a group of just three women General Secretaries in the trade union movement in this State, the others being Patricia King, Congress and Sheila Nunan, INTO.

I'm also delighted that we are being joined today by Frank Jones who next month will take up the post of Deputy General Secretary in succession to Joan.

I know Frank and I know his worth and I am sure that all of you who get a chance to engage with him either today or next month will share my belief that he is the ideal choice for this role.

Of course, neither I nor Joan would ever have done the job we do without the incredible and invaluable work done by our Secretary/Office Manager, Phyllis Russell.

Phyllis is surely the hardest working Office Manager I have ever had the pleasure to work with. She has been a tremendously loyal and dedicated colleague and I know that Joan and Frank will come to rely upon her just as much as I have done for the past 10 years.

In a matter of days talks will begin between Government and Public Sector Trade Unions in an effort to negotiate a new National Public Service Pay and Conditions Agreement. It will not be an easy task.

Of course you do not need to be a public servant or a trade union member to realise that new negotiations must be imminent. Any savvy reader of the media will have seen the tell-tale signs. Just as the appearance of snowdrops foretells the arrival of Spring, so does the sudden appearance of a raft of “public servants are greedy and underworked” articles appearing “spontaneously” in our media presage the pay talks. My advice to academics and other public servants is to “brace yourselves”. Prepare to be described as overpaid, greedy, unpatriotic, underworked, selfish and so on.

The very commentators who were the cheer-leaders for those who crooned “Deutschland Uber Alles” into their Smartphones, now demand that we don the green jersey and surrender ourselves to their definition of patriotism and sing Amhrán na BhFiann for our supper.

Those who unashamedly extolled the “dynamism” and “entrepreneurship” of these preening and self-regarding pirates now extoll “restraint” and “self-control” as the essential virtues of those who work for a living.

With straight faces these same commentators worry that we may be heading for that beloved climatic cliché; the “Winter of Discontent”.

Well I have news for them. We have already **had** nine or ten Winters of Discontent or did they not notice?

Yes, public servants have had numerous Winters and Summers and Autumns of Discontent. And why did our commentariate not notice? Because the level of our discontent was matched by and tempered by our patriotism.

Unlike others, we love this country enough not to bring it to its knees. Unlike others, we controlled our desires and when others talked about sacrifices we made them.

But as John Dryden wrote in 1681 “Beware of the fury of a patient man”.

This is what our ‘reward’ for 10 years of sacrifice and patience has been:

- 72% of Irish academics experienced a decline in their working conditions between 2007 and 2014.
- 100% suffered a decline in salaries.
- Staff numbers in our universities declined by 4,500 between 2008 and 2013.
- During this same period student numbers surged by over 31,000 and State funding of universities was slashed by 26%.

Mr Tom Boland the recently retired Chief Executive of the HEA made a very good and telling point in an address to the Royal Irish Academy when he wondered if the above outcomes had been possible because “there are no hospital trolleys in universities”.

And let me tell you, delegates, that if the Head of the HEA implies that you are not militant enough, then it is time you sat up and paid attention.

IFUT has been seeking a meeting with the Minister for Education and Skills for many months now. This request has been impolitely ignored. So I hope no one will accuse me of “megaphone diplomacy” when I say from this podium today “Minister, the patience of the patriots who have kept Irish Higher Education afloat and expanding throughout years of unprecedented cuts is at an end”.

I would ask Richard Bruton to ask himself three simple questions:

“How can I congratulate myself for hiring more teachers in primary and secondary education and expect university teachers to teach 31,000 more students with 5,000 less staff?”

“When I cut over €200 million from universities did I really believe that giving a paltry €36.5M in the last budget would provoke anything other than derision?” (IFUT described it as “akin to applying a wet sponge to the lips of a man dying of thirst”.)

“What are the chances that university staff did not notice that when the Gardaí threatened to go on strike for one or two days my Government suddenly found millions of euro to pay them more than those who had played by my rules?”

The Minister is an intelligent man. I will let him provide his own answers to these simple questions. I only hope that he (and Paschal Donohoe) have the courage and the wisdom to act before the fury of the patient men and women in higher education is forced to be put on display.

Colleagues, I cannot leave this podium without referring to the fact that this is the last time that I will address an ADC as your General Secretary.

I have loved this union from the first day I started on 2 April 2007. It has been easy to love an organisation which has always treated me with so much respect and trust.

It has been an honour, a privilege and a pleasure to work for you and with people of such integrity and decency.

I leave this job secure in the comforting knowledge that the Federation is in good hands.

Now is not the time for farewell speeches. But when that time comes ... well, you know me. I am unlikely to be silent!

For now, let me merely say with great sincerity and emotion "thank you".

I commend the report.

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