

**Irish Federation of University Teachers**

***IFUT***  
***2019***

**Cónaidhm Éireannach na Múinteoirí Ollscoile**

## **IRISH FEDERATION OF UNIVERSITY TEACHERS**

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**CÓNAIDHM ÉIREANNACH NA MÚINTEOIRÍ OLLSCOILE**

# IFUT 2019

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## GENERAL INTRODUCTION

I have the honour for the second time to present my Annual Report to the IFUT Annual Delegate Conference. I can say that the past year has been the busiest ever in our history as a trade union. In all cases the volume of work and the rate of activity has seen a very significant increase. There are now seventeen pieces of legislation which IFUT use on a regular basis including the recent changes to the Organisation of Working Time Act and the Terms of Employment legislation.

As a consequence a very much higher proportion of our members are likely to have **directly** benefited from union activity on their behalf. In recent months you will have seen that in our E-Magazine we have included some examples of successful cases by anonymised means.

Remarkably, and perhaps unbelievably, since our last Annual Delegate Conference, we have secured in the region of over €1m in individual settlements. The success or effectiveness of a trade union is not measured by this figure but we considered it important to share this information with members.

Despite the current workload, we in Head Office are hungry for more growth.

I genuinely believe that, if we apply our minds to it and plan our tactics and strategy well, we could be on the cusp of a significant increase in our strength and influence over the next few years.

Let us be proud and optimistic and with increasing frequency let each of us do as research has proven to be the most effective mechanism to get non-members to join a trade union – ask them!

Ar aghaidh leis on obair!

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## I. REMUNERATION/PAY AGREEMENTS

### 1. Public Service Agreement

#### Royal Irish Academy (RIA)

IFUT continue to pursue a claim for one member regarding exclusion from the nationally agreed programme for pay restoration.

### 2. Non-Public Sector Agreement

#### Royal College of Surgeons in Ireland (RCSI)

The RCSI is not a Public Sector employment and so remains outside the terms of the Public Sector Pay Agreement. There had been no pay increases in almost 10 years. IFUT, together with SIPTU submitted a pay claim in October of 2017. We secured a pay agreement of 7.5% for all union members earning under €100,000 per year with an increase of 3% for those earning above this amount. The agreement was negotiated by representatives of the Irish Federation of University Teachers (IFUT) and SIPTU. It has a life span of two years and nine months with a retrospective starting date of 1<sup>st</sup> January, 2018. It will conclude at the end of September, 2020.

We are currently pursuing one individual case on behalf of a member who is not on the correct scale.

We supported a member with career progression issues and we secured agreement on a new pay rate for her.

## II. CONDITIONS OF EMPLOYMENT

### 1. Incorporation of CICE, MDIE & SPD into DCU

The 2017/2018 Annual Report, in making reference to the previous Annual Report, detailed that there remained some outstanding matters resulting from Incorporation affecting some groups and certain individual members. Most have gone through the conciliation service or adjudication services of the WRC, and indeed the Labour Court at this stage. Currently there is only one outstanding individual 'incorporation related' issue in dispute.

The former HOD'S from SPD took a case through the WRC and into the Labour Court. Regrettably the case was not successful, the case was essentially a case of 'loss of office / status or opportunity' arising from Incorporation. While the group were well able to demonstrate the loss and the career fracture that they have and will suffer as a result of the different weightings applied by New

DCU to the attributes of Academics, we did not secure a win partly as we were unable to demonstrate financial losses.

Following discussions between IFUT and SIPTU a joint agreement has been reached on representation of staff in Dublin City University (DCU). The new agreement provides a very strong mandate for working together in a spirit of partnership to advance the cause of all trade union members in the university.

A joint high-level working group comprising of IFUT and SIPTU Officials will work together to ensure co-ordination of co-operation, while a joint union forum comprising of local elected representatives in DCU will meet monthly to discuss work on all issues that impact on members collectively. Both unions will deal with individual cases affecting their respective members separately.

A new joint initiative on education and training will also be introduced.

### 2. Educational Research Centre

We continue to support and give advice to members regarding industrial relations issues at the Educational Research Centre.

### 3. Royal Irish Academy (RIA)

On 6<sup>th</sup> February 2019 IFUT attended the Advisory Service of the Workplace Commission regarding RIA Policy documents. It took months of consultation and negotiation between IFUT local representatives, IFUT Head Office, and the RIA to agree on final versions of various proposed RIA Policy documents. Despite these Policies being finally agreed early in 2018 they have not been formally implemented. Just recently an older form of the Contract of Employment template was used. The WRC recommended that local engagement take place to clarify any outstanding matters and finalise same.

### 4. Cush Report

Last years' report detailed the efforts that IFUT were taking to put in place an Adjudication Process to address any disputes coming under this heading affecting Lecturers in our membership. Our engagement with the Irish University Association (IUA) was difficult and we encountered some challenges in securing agreement with regard to the scope of the Expert Group (Cush) Report. This engagement, along with several local level meetings between the Group of Unions (led by IFUT) and the IUA, involved three Conciliation Conferences chaired by the Workplace Relations Commission. Three out of the four Unions in the Group are in agreement with proposed wording from the WRC which would allow for the Cush

Adjudication Process to commence. Regrettably one of the Unions remains unable to agree with the WRC proposed wording and for this reason no agreement can be reached between the Group of Unions and the IUA. IFUT have formally approached the IUA requesting that an IFUT / IUA dispute resolution process be set up to cover those that we represent as it has proved impossible, to date, to secure one agreement covering all four of the unions involved. Our proposal is 'under consideration' by the IUA.

## **5. Cases Under the Protection of Employees (Fixed-Term Work) Act 2003 and/or the Cush Report**

### **Maynooth University (MU)**

IFUT pursued a case for one member for a CID to WRC however the case was resolved at local level before the Hearing.

### **Maynooth University (MU)**

We continue to represent two Lecturers engaged on 0.75 contracts who claim an entitlement to full contracts. Their cases have been before the WRC who determined that the Cush Adjudication Process is the forum for their cases to be heard.

### **Royal Irish Academy (RIA)**

Management maintain that for a CID to be awarded a post must exist and the post must have been sanctioned by HEA/DES. IFUT continue to address this issue with management.

### **Trinity College Dublin (TCD)**

In the past ten years one member has consistently been employed for an average of not less than five (5) contact hours per week. Indeed the member's teaching load has been higher than that of some members of the permanent academic staff. IFUT is seeking to regularise the employment status and secure a CID for this member.

### **Trinity College Dublin (TCD)**

IFUT is pursuing a case to the WRC for a CID for a full-time post. Within two of the Written Statements of Employment, the objective ground/specific purpose, is not identified. The argument is that the University is simply using shifting and evasive, successive 'specific purpose' contracts to fill an ongoing and permanent need in the school and to avoid giving the member a CID of 100% which the member is entitled to.

### **Trinity College Dublin (TCD)**

IFUT referred a case to the WRC for one member and subsequently achieved a CID and regularisation of a full-time employment contract before the Hearing of the case.

### **University College Dublin (UCD)**

At a WRC hearing it was suggested that it would be more appropriate for the Cush Adjudicator to rule on the case and as the member was still in employment this proposal was agreed upon by IFUT. However, despite currently being in employment the member has recently been given a finish date in the coming weeks. IFUT have reached out to UCD with a suggestion that, in the very likely event that the Cush Adjudicator is not appointed in the next 2 weeks, that UCD engage the Adjudicator on a once-off basis, without precedent to rule on this case.

### **All Institutions**

There are a number of cases across all of our sections waiting to go before the Cush Adjudicator, once the system is up and running. Several of these cases have been before the WRC with all sides agreeing that the WRC is not the proper forum for such disputes. These cases include those for Lecturers seeking increases in their contracted hours and those seeking CID's.

## **6. Promotions and Upgrading Claims**

### **Dublin City University (DCU)**

A WRC Adjudicator decided against a member who maintained that he was on the incorrect pay scale. The case was appealed to a full Hearing of the Labour Court to no avail. There remain some matters to be worked out locally.

### **Dublin City University (DCU)**

In a separate case a member unsuccessfully claimed, through the WRC, that he was entitled to be placed on a higher point of the pay scale as a result of 'non-progression' post incorporation.

### **Dublin Institute for Advanced Studies (DIAS)**

IFUT supported one member with regard to a promotion issue which at local level achieved a successful outcome.

### **National University of Ireland Galway (NUIG)**

We remain engaged with HR in our efforts to agree on a Senior Lecturer Promotion Scheme.

### **Royal Irish Academy (RIA)**

On 6<sup>th</sup> February 2019 IFUT attended the Advisory Service of the Workplace Commission regarding a promised independent, Academy-wide review of jobs and salaries. This long-standing issue remains unresolved regarding a career progression structure for its employees. The WRC advised that Management engage with the Higher Education Authority/Department of Education with a view to

exploring means to progress a job evaluation exercise.

#### **Trinity College Dublin (TCD)**

IFUT pursued a case for one member seeking recognition from tutor status to lecturer status. The Adjudicator recommended an increase in incremental credit and recommended continued recognition of the member's research status. While recognizing the Claimant's experience as a Lecturer, the Adjudication Officer failed to recommend implementation of the title of Lecturer (with appropriate salary scale). A subsequent Labour Court recommendation withdrew the increase in incremental credit for previous experience as a Lecturer but recommended that the University facilitate an element of research within the Teaching Fellow contract.

#### **University College Cork (UCC)**

IFUT is seeking an upgrade for one member whose post has incurred additional responsibilities compared to the member's previous position.

#### **University College Cork (UCC)**

##### **Correction of Pay scale**

IFUT sought correction of pay scales at UCC. Management refused to attend an Adjudicator Hearing and IFUT then appealed two separate cases to the Labour Court which found against our members. IFUT then referred the matter into the WRC Conciliation Service claiming that the application of rates of pay, at a comparable employment, should apply. At Conciliation IFUT an agreed Investigator was appointed to examine the claim. A 'Job Comparison Exercise' was suggested by the Department of Education and progressed by the Investigator involved. The terms and conditions of this exercise were set out and accepted by all parties. The outcome of this exercise recommended in favour of an upgrade for our members. This outcome was accepted by IFUT and Human Resources but the Department of Education informed the University that they were unable to progress the case as the Department of Public Expenditure and Reform would not sanction any type of Job Evaluation exercise due to the current economic climate. IFUT has now met with the Principal Officer in the Department of Education and the case has been referred back to Conciliation at the WRC.

#### **University College Cork (UCC)**

A case was taken through the adjudication services of the WRC and into a full Hearing of the Labour Court for a member appealing a decision of UCC not to shortlist him for a Professorial post. In finding in our favour the Court determined that financial redress was the appropriate remedy.

#### **University College Cork (UCC)**

A case was taken through the WRC for a member appealing a decision of a Promotions Appeals Board not to allow his progression past the 'Merit bar'. The Adjudicator did not find in the members' favour.

#### **University College Cork (UCC)**

One member achieved a Contract of Indefinite Duration with the University for an increased number of hours per annum including an enhanced comprehensive rate (as opposed to a basic hourly rate) which includes payment for teaching and all associated work such as preparation, student support, administration and development.

#### **University College Cork (UCC)**

A Centre in UCC has been restructured and members projects have been re-branded. Concerns have arisen regarding job security, non-payment of increments and implementation of appropriate salary scales for a number of staff members. IFUT are pursuing this issue a local level.

### **7. The Payment of Wages Act, 1991.**

#### **University College Cork (UCC)**

One case has been lodged at the WRC for one member under The Payment of Wages Act, 1991. Further cases are being prepared for a group of members where a deduction in their salary was not required or authorised by statute; the deduction was not required or authorised by virtue of a term in the Complainant's employment contract; and the deduction was not agreed or consented to, either in writing, verbally or at all.

### **8. Pensions**

#### **Royal Irish Academy (RIA)**

IFUT continue to monitor and pursue issues relating to withholding of Pension Statements and statement errors.

### **9. Equality**

#### **Maynooth University (MU) Equality Case / Age Discrimination**

An equality case on age grounds was taken on behalf of one member at MU under the equality legislation to the WRC. Two Hearings took place. MU offered a local level agreement (separate to the WRC decision) of one-year sabbatical leave. The member was also awarded 35K at the Hearing. This case was published on RTE and in the media.



### **Royal College of Surgeons in Ireland (RCSI)**

A long-standing equality / discrimination claim was resolved through the mediation services of the WRC. The terms of the agreement are confidential. The member has left the employment and was enormously appreciative of the efforts IFUT went to in securing his exit terms.

### **University College Cork (UCC)**

IFUT is pursuing a case to the WRC for one member concerning a claim that University College Cork subjected our member to adverse treatment and victimisation contrary to Section 74(2) of the Employment Equality Acts 1998 to 2015.

### **University College Dublin (UCD)**

A case under gender and age referred to the Equality Tribunal (3 Hearings) was successful under age grounds. UCD are appealing this case to the Labour Court. Efforts are ongoing at local level to resolve this case.

## **10. Bullying**

### **Dublin Institute for Advanced Studies (DIAS)**

IFUT continues to provide representation to a member who maintains that he has been subjected to a campaign of bullying and marginalisation over a number of years. Despite some interventions over the years the member asserts that this marginalisation persists. We continue to work closely with the member. Two separate external independent investigators are carrying out investigations into the complaints made by, and against, the member.

### **Trinity College Dublin (TCD)**

IFUT is supporting one member who is pursuing a bullying case at TCD.

## **11. Transfer**

### **Dublin City University (DCU)**

IFUT continues to support a member from DCU with her application to transfer to TCD.

### **Maynooth University (MU)**

IFUT is pursuing a case for one member for a transfer to a Department more appropriate to the member's skill set. Two Labour Court Hearings have taken place recommending a resolution at local level. Mediation is currently taking place to enable a solution to this ongoing issue.

## **12. Research Leave**

### **Trinity College Dublin (TCD)**

IFUT referred a case to the Adjudicator of the WRC for one member seeking research leave. This case was successfully resolved at the Hearing.

## **13. Proposed Changes to the Academic Year and/or Holiday Arrangements**

### **Royal Irish Academy (RIA)**

On 6<sup>th</sup> February 2019 IFUT attended the Advisory Service of the Workplace Commission regarding "Grace Days" which were abolished as part of FEMPI legislation. In October 2018 staff of the Academy were advised that Christmas closure and leave arrangements should be revised to ensure that they conform with government directives. The WRC advised that management undertook to review its position on the matter. Management subsequently agreed to allow staff to spread the days out over the next four years, their impact on individuals' leave-balance being greatly minimized.

### **Trinity College Dublin (TCD)**

Staff in TCD sought the intervention of the Workplace Relations Commission to recommend a solution to proposed changes to the academic year and holiday arrangements. Labour Court Recommendation LCR 21846 recommended two days additional annual leave days. "Discussions on implementation to take place at a local level taking into account the varying needs of the various departments."

It has been proposed by the Chief Officers Group that one annual leave day be used to close the college early for Christmas on Monday December 23<sup>rd</sup>. It is clear that this proposal directly conflicts with the Court's clear and explicit instructions. IFUT continues to seek a resolution at local level to this case.

## **14. Whistleblower's Protected Disclosures Act**

### **Maynooth University**

IFUT supported one member in an alleged bullying case who was cleared of any wrong-doing but was subsequently unilaterally transferred out of his department to another area of the College. Management refused to attend a WRC Hearing maintaining that the issue was governed by the Statutes.

IFUT pursued this case into the WRC under the Whistleblower's Protected Disclosures Act. One Hearing took place and a second Hearing was adjourned to facilitate mediation. The mediation process was unsuccessful in resolving the dispute. The case was referred back to adjudication. One Hearing has taken place and we are awaiting a date for another Hearing shortly.

## 15. Health and Safety

### Royal Irish Academy

On 6<sup>th</sup> February 2019 IFUT attended the Advisory Service of the Workplace Relations Commission regarding the collapse of the ceiling in the DRI office which occurred on Tuesday 21 August 2018 at 8:30am. The collapse was centered right above the work station of one employee whose chair was completely destroyed in the incident. It is clear that the safety of employees was put in serious jeopardy by the inadequate response by management to this danger which was brought to their attention six months earlier (February 14, 2018) and repeatedly since then. DRI staff also had to find their own alternative accommodation. The WRC advised that management release the third party report and action plan to staff by the end of February. A subsequent report by an independent consultant on the ceiling collapse was made available to all staff members. This report seems to indicate that our members' concerns and complaints were at all times entirely justified, and vindicates the courage that they showed in airing these issues.

## 16. Unfair Dismissals

### Maynooth University (MU)

Following several local level meetings and a Hearing before a WRC Adjudicator, we secured agreement for a member who had been unfairly dismissed as a researcher in September of 2017. The agreement included a CID backdated to 2012, significant financial compensation and a commitment that the member would be engaged as a Lecturer next Semester. He is currently working full time as a Researcher.

### Maynooth University (MU)

A Senior Lecturer was dismissed following a process that took 12 months involving a full investigation, several meetings with HR and 3 meetings with the President. While awaiting an appeal meeting, IFUT brokered a 'full and final' settlement to the member's satisfaction. The settlement included references, costs and a significant financial award as management had been persuaded that the decision to dismiss was questionable.

### Trinity College Dublin

The WRC has found in favour of an IFUT member who was unfairly dismissed last September. The case was taken under the Unfair Dismissals Act, the Minimum Notice and the Terms of Employment legislation. While the Adjudicator found in the members' favour under all three pieces of legislation the redress awarded was minimal and for that reason the Adjudicator's Decision has been

appealed to a full Hearing of the Labour Court.

## 17. Disciplinary Procedure

### Trinity College Dublin (TCD)

We continue to provide representation to a member at an internal disciplinary forum.

### University College Dublin (UCD)

We are in the early stages of revising the disciplinary procedures which will involve changes to the University Statutes.

## III. GENERAL CONTACTS

### 1. Irish Congress of Trade Unions

IFUT is affiliated to the Irish Congress of Trade Unions. Our representatives on the various ICTU committees are as follows:

Former General Secretary, Mike Jennings represents IFUT on the **Congress Global Solidarity Committee**.

Deputy General Secretary, Frank Jones; Phil Halligan, UCD; and Saranne Magennis, MU represent IFUT on the **Congress Disability Committee**.

Industrial Relations Officer, Fiona Lee represents IFUT on the **Congress Women's Committee**.

Industrial Relations Officer, Fiona Lee also represents IFUT on the **Congress GDPR Committee**.

### One Cork and One Galway Movements

IFUT members are involved in both the Cork One and the Galway One Movements. The One Movement is a collaborative group of organised activists representing many trade unions and civil society groups operating in Cork and Galway with the objective of achieving decent work and better conditions for everyone.

### 2. Education Unions

The four unions ASTI, IFUT, INTO and TUI continue to meet at national leadership level at least once per month.

### 3. Trades Council

Our representatives on Trades Councils are as follows:

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

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

**Galway Council of Trade Unions:** Alastair McKinstry and Andrew Ó Baoil, NUIG.

**Kildare Council of Trade Unions:** Frank Jones, Deputy General Secretary.

In addition to the above, the Outgoing President, Michael Delargey and Incoming President, Angela Flynn, Chairperson of the **UCC IFUT Branch** play a very active role in the **One Cork Project** which has brought together all of the trade unions in that area to work together on common projects on behalf of our combined membership.

Alastair McKinstry, Chairperson of the **NUIG IFUT Branch** represents IFUT on the **One Galway Initiative**.

#### **4. International work**

**4.1 ETUCE** The former General Secretary, Mike Jennings in his capacity as Treasurer of ETUCE continues to represent IFUT at International Conferences.

**4.2 HERSC** IFUT is represented on the European Higher Education and Research Standing Committee by the Deputy General Secretary, Frank Jones..

**4.3 TUAC** The General Secretary and the Deputy General Secretary continue to attend the meetings of the Trade Union Advisory Committee of the OECD on Education and Training.

**4.4 BIGTU** In recent years meetings of the British and Irish Group of Teacher Unions have become less frequent. Nonetheless, it is important that this structure be maintained as it certainly enhances our position internationally within the higher education trade union movement. The General Secretary continues to represent IFUT on this committee. Also, the former General Secretary, Mike Jennings represents ETUCE on this committee in his capacity as Treasurer of that organisation.

#### **5. National Council for Curriculum and Assessment**

We are pleased to advise you that the IFUT nominee, Michael Delargey, UCC has been re-appointed to the Council for Curriculum and Assessment for a further three-year term to end on 28 February 2021.

Áine O'Neill, DCU-CICE continues to represent us on the NCCA Early Childhood and Primary Committee as does Lorraine Harbison, DCU-CICE on the Early Childhood and Primary Maths Development Group.

#### **6. Teaching Council**

Michael Delargey, UCC is the nominee of the Irish Congress of Trade Unions on the Teaching Council.

#### **7. Coalition for Publicly Funded Higher Education**

IFUT remain active on this group which comprises of members from all of the Unions involved in Higher education including both the Union of

Students of Ireland, USI and the Irish second Level Student Union, ISSU.

#### **8. ICTU Education Sector Committee**

IFUT are represented on this Committee by our Deputy General Secretary, Frank Jones.

#### **9. Other Contacts**

We continue to make small donations from time to time to various organisations. In 2018 we contributed €100 to Mother Jones Festival; €100 to the Hospice; and €100 to Development Aid Fund

We advertised in the Irish Labour History Society's publication "Saothar" at a cost of €150.

### **IV. EDUCATION & RESEARCH**

#### **IFUT Researchers' Group**

This Group has met three times in the course of this academic year and is due to meet again before the end of June. The purpose of the Group is to have a forum where Researcher Representatives from all of the Institutions in which IFUT has Research Members can meet, establish relationships and build a network. This Group will also strive to secure a greater understanding of the issues facing Researchers engaged across higher education and to make efforts to highlight and address these issues, in particular the precarity of employment facing this sector.

### **V. ORGANISATION & COMMUNICATIONS**

#### **1. Membership**

The total membership of IFUT at **31 December 2018** was 2,469 compared to 2,408 at **31 December 2017**. The breakdown of this is as follows (last year's figures are in brackets): 1,741 (1,709) on higher rate of subscription; 257 (260) on lower; 47 (50) on leave of absence; and 424 (438) retired. Details of Branches are given in Appendix A.

#### **2. Membership Plus**

Due to the interest by members, we decided during the year to continue with Membership Plus Cards for a further two-year year period 2018/2020 (cards expire on 30 September 2020).

#### **3. Executive and Trustees**

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

The Members of the Executive are: Aidan Seery, TCD (President); Angela Flynn, UCC (Incoming President); John Walsh, TCD; Emma Sokell, UCD; Edward Lahiff, UCC; Alastair McKinstry, NUIG; Úna Crowley, MU; Sue Miller, DCU; Des Carswell, MICTL; Celeste Golden, RCSI;

and Kate O'Malley, (RIA) Central Branch.

At its first meeting on 21 June 2018 the Executive elected **Alastair McKinstry, NUIG** as **Vice President-Finance**.

#### 4. Trustees

The following were re-elected as **Trustees** at the 2018 ADC: Maureen Killeavy, UCD; Gerard Enright, MICTL; and Cormac Ó Cuilleaináin, TCD.

#### 5. Council

The Council met three times during the year.

#### 6. Head Office Staff

On **1 May 2018**, **Mrs Fiona Lee**, Industrial Relations and Data Protection Officer, was made permanent.

#### 7. Changes to Head Office Systems

Over the past year IFUT has continued to improve our administrative systems by streamlining computer processes. On-going work is taking place to develop staff policies and procedures supporting Head Office and administrative functions and systems.

#### 8. IFUT Newsletter

The **IFUT Newsletter** continues to be distributed to all members. The most popular articles in each issue have been those that deal with the individual 'personal' stories of cases taken by IFUT.

#### 9. General Data Protection Regulation (GDPR)

The General Data Protection (GDPR) came into effect on 25 May 2018. This is the first time ever that Trade Unions are obliged to comply with Data Protection legislation as we process sensitive personal data. Fiona Lee, Industrial Relations & Data Protection Officer, represents IFUT on the ICTU Congress Working Group on GDPR where Trade Unions collaborate to assist in complying with this Regulation. As a consequence of GDPR IFUT no longer stores individual personal details for closed cases by digital storage or by hard copy filing. Head Office is liaising with UCD regarding archiving and preserving relevant historical documentation. IFUT Branches are using [ifut.ie](http://ifut.ie) e-mail accounts and each Branch also has a Dropbox account for filing documentation. GDPR is now a standing item on the Agenda for IFUT Executive Committee meetings.

#### 10. IFUT Contribution Rates

There were no changes in the **Subscription Rates for 2019**. Rates are as follows:

For those on salaries of €33K or more:  
**€35 per month**

For those on salaries of €16K to €33K per annum:  
**€17.00 per month**

For those on salaries of €8 to €16K per annum:  
**€8.00 per month**

For those on salaries of less than €8K per annum:  
**€4.00 per month**

Rate for **Retired Members** is **€170 for Life Membership**.

#### 11. IFUT Website

The IFUT Website is a vital component of IFUT's public identity. Appreciation is due to David Murphy, UCC, who continues to manage all the work entailed with the website on a completely voluntary basis.

#### 12. Credit Union Membership

Quite a number of our members are now in membership of the TUI Credit Union. This is a benefit which we feel should be better advertised by Branches as the evidence shows that those who are in membership are extremely pleased with the service.

#### 13. Free Medical Insurance Advice & Discounts

This service negotiated with Cornmarket Financial Services continues to be of benefit to members.

*Joan Donegan,  
General Secretary.*

*11 May 2019*

## IFUT Initials

<b>AH</b>	All Hallows
<b>CB</b>	Central Branch
<b>DCU</b>	Dublin City University
<b>DDH</b>	Dublin Dental Hospital
<b>DIAS</b>	Dublin Institute for Advanced Studies
<b>HRB</b>	Health Research Board
<b>MIE</b>	Marino Institute of Education
<b>MITP</b>	Milltown Institute of Theology & Philosophy
<b>MITP</b>	Milltown Institute of Theology & Philosophy
<b>MU</b>	Maynooth University
<b>NUIG</b>	National University of Ireland, Galway
<b>RCSI</b>	Royal College of Surgeons in Ireland
<b>RIA</b>	Royal Irish Academy
<b>ST C</b>	St Catherine's College of Home Economics, Sion Hill, Dublin
<b>SPM</b>	St Patrick's College, Maynooth (Pontifical)
<b>TCD</b>	Trinity College Dublin
<b>UCC</b>	University College Cork
<b>UCD</b>	University College Dublin

## APPENDIX A

### BRANCHES, BRANCH SECRETARIES & CENTRAL BRANCH CONVENORS 2018/19

(First figure in brackets, *membership at 31 December 2018*; second figure, *membership at 31 December 2017*)

- 1 **Trinity College Dublin (457/461) & Dublin Dental Hospital (10/10)**  
*Secretary* – Darren Fayne, Biochemistry & Immunology  
*Library Convenor* – Nicole Seabrook, Library
- 2 **University College Dublin (446/440)**  
*Secretary* – Emma Sokell, Physics
- 3 **University College Cork (539/547)**  
*Secretary* – Virginia Conrick, Library
- 4 **National University of Ireland, Galway (121/114)**  
*Secretary* – Alastair McKinstry, ICHEC
- 5 **Maynooth University (361/331)**  
*Secretary* – Robert Galavan, Business & Law
- 6 **Royal College of Surgeons in Ireland (85/73)**  
*Secretary* – Celeste Golden, Admissions Office
- 7 **Dublin City University (217/221)**  
*Secretary* – Sue Miller, Library
- 8 **Mary Immaculate College, Limerick (163/154)**  
*Secretary* – Des Carswell, Education
- 9 **Central (70/57)**  
ALL HALLOWS COLLEGE (1/1) – c/o Head Office  
HEALTH RESEARCH BOARD (2/2) – c/o Head Office  
DUBLIN INSTITUTE FOR ADVANCED STUDIES (18/15) c/o Head Office  
MARINO INSTITUTE OF EDUCATION - c/o Head Office (5/-)  
MILLTOWN INSTITUTE OF THEOLOGY & PHILOSOPHY - c/o Head Office (3/3)  
ROYAL IRISH ACADEMY (33/28)  
*Convenor* - Anthony Harvey, Dictionary of Medieval Latin from Celtic Sources  
ST CATHERINE'S COLLEGE OF EDUCATION FOR HOME ECONOMICS - c/o Head Office (8/8)

## APPENDIX B

### COUNCIL & EXECUTIVE 2018/19

\*(Executive: President and 10 Members)

BRANCH ENTITLEMENT	DEPARTMENT
<b>TCD 9/9 + Pres</b>	
Dónall A. MacDónaill	<i>Chemistry</i>
Hugh Gibbons	<i>Computer Science</i>
Imaculada Arnedillo Sanchez	<i>Computer Science</i>
*Aidan Seery ( <i>Pres</i> )	<i>Education</i>
*John Walsh	<i>Education</i>
Pat Wall	<i>Education</i>
Cormac Ó Cuilleaináin	<i>Italian</i>
Seán Hughes	<i>Library</i>
Gobnait Byrne	<i>Nursing and Midwifery</i>
Elizabeth Culleton-Quinn	<i>Physiotherapy</i>
<b>UCD 9/9</b>	
John Dunnion	<i>Computer Science</i>
Marie Clarke	<i>Education</i>
Maureen Killeavy	<i>Education</i>
Joe Brady	<i>Geography</i>
Kelly Fitzgerald	<i>Irish, Celtic Studies, Irish Folklore &amp; Linguistics</i>
Russell Higgs	<i>Mathematics</i>
Regina Joye	<i>Nursing &amp; Midwifery</i>
*Emma Sokell	<i>Physics</i>
Tina Hickey	<i>Psychology</i>
<b>UCC 8/9</b>	
Rosarii Griffin	<i>Adult Education</i>
Eluska Fernandez	<i>Applied Psychology</i>
Michael Delargey	<i>Education</i>
"Edward Lahiff	<i>Food Business and Development</i>
Laurence Davis	<i>Government</i>
Virginia Conrick	<i>Library</i>
Anita Wilcox	<i>Library</i>
*Angela Flynn ( <i>Incoming Pres</i> )	<i>Nursing &amp; Midwifery</i>
<b>NUIG 5/6</b>	
Breandán Ó Cochláin	<i>Chemistry</i>
Kevin G Davison	<i>Education</i>
Andrew Ó Baoill	<i>English</i>
"Alastair McKinstry ( <i>Vice Pres-Fin</i> )	<i>ICHEC</i>
Seán Tobin	<i>Mathematics</i>
<b>MU 8/8</b>	
*Úna Crowley	<i>CTL</i>
Maeve Martin	<i>Education</i>
Rose Malone	<i>Education</i>
Liam MacAmhlaigh	<i>Froebel</i>
Jeneen Naji	<i>Media Studies</i>
Aileen O'Carroll	<i>NIRSA</i>
Saranne Magennis	<i>Quality Promotions</i>
Peter Murray	<i>Sociology</i>



**RCSI 1/4**

"Celeste Golden

*Admissions Office*

**MICL 2/6**

\*Des Carswell

Gerard Enright

*Education*

*Mathematics & Computer Studies*

**DCU 8/8**

Eugene McNulty

Ruth McManus

Orla Nic Aodha

Maurice O'Reilly

John O'Flynn

Michael O'Keeffe

\*Sue Miller

Lorraine Harbison

*English*

*Geography*

*Library*

*Mathematics*

*Music*

*Special Education*

*Library*

*Maths & ICT Education*

**CENTRAL 4/5**

Anthony Harvey

Kate O'Malley

Lisa Griffith

Clare Lanigan

*DMLCS, RIA*

*Documents on Irish Foreign Policy, RIA*

*Digital Repository, RIA*

*Digital Repository, RIA*

**NOTE:**

In addition to the President ex-officio, there were entitlements to 65 representative places, of which 55 were filled. Therefore, there were 55 people on Council out of a potential 65.



## APPENDIX C

### IFUT COMMITTEES & WORKING GROUPS 2018/19

#### ***Standing Committees***

##### *EQUALITY*

Sonja Hermann, TCD  
Angela Flynn, UCC  
Rosarii Griffin, UCC  
Emma Sokell, UCD  
John Dunnion, UCD  
Maureen Killeavy, UCD  
Phil Halligan, UCD  
Tina Hickey, UCD  
Kevin Davison, NUIG  
Úna Crowley, MU  
Rose Malone, MU  
Saranne Magennis, MU  
Finian O'Shea, DCU  
Maurice O'Reilly, DCU  
Michael O'Keeffe, DCU

##### *LIBRARIANS*

Nicole Seabrook, TCD  
Terry McDonald, TCD  
Virginia Conrick, UCC  
Anita Wilcox, UCC  
Jenny Byrne, RCSI  
Gráinne McCabe, RCSI  
Paul Murphy, RCSI  
Cathy Swift, MICL  
Sue Miller, DCU  
David Meehan, DCU  
Noel Jackson, DCU  
Geraldine Moloney, MICL  
Bernadette Cunningham, RIA

##### *RETIRED*

Aidan Seery, TCD  
Emma Sokell, UCD  
Michael Delargey, UCC  
Rose Malone, MU  
Gerard Enright, MICL

## APPENDIX D

### IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2018/19

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)

Irish Congress of Trade Unions (ICTU)

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

Irish Labour History Society (ILHS)

National Women's Council of Ireland (NWCi)

Nevin Economic Research Institute (NERI)

People's College (ICTU)

Society for Research into Higher Education (SRHE)

## **B. PRESIDENTIAL ADDRESS**

**11 May 2019**

**Aidan Seery**

My reflections today on completion of two years as President of IFUT are influenced, as you might expect, by my disciplinary background in educational theory and philosophy. I hope this notice does not alarm and I promise that I will approach my thoughts with great care for my audience. Unsurprisingly and perhaps less alarmingly, they are also influenced by the fact that I have been a trade unionist for almost all of my working life, beginning as an active member of the Deutsche Angestellten Gewerkschaft [DAG] in Munich, from the mid-80s, and continuing as an active member of IFUT since 2004. These two perspectives give a particular view of the university and the work that takes place within it.

Some of my reflections today are influenced also by some recent reading, especially of the work of Ronald Barnett, Emeritus Professor of Higher Education at UCL. Ron was in Trinity recently and addressed a conference on postgraduate lives. He is a leading figure in the field of the philosophy and sociology of higher education and I recommend his most recent book 'The Ecological University' to you and wish to refer to this now briefly. In this book, he puts forth the thesis that the contemporary university is connected to what he refers to as seven ecosystems: 'knowledge, social institutions, persons, the economy, learning, culture, and the natural environment.' The work is rich and offers a bold new perspective that speaks to me not only as an educational theorist but also as a trade unionist and I would like to extract from it a couple of very high level ideas about who we are and what we do in our universities and colleges but also in IFUT.

The first idea is that who we are and what we do has extraordinary scope and reach. It cannot be said of many professions or work that they are connected to the very nature

of what it is to know, what it is to be a person, to be a critical member of a liberal democracy. Few professions are so closely connected to schools, hospitals, social and public services. Universities and our profession are connected to the worlds of literature, poetry, theatre, film, and of course to commerce, industry, and entrepreneurship. As a result, the gaze is firmly on universities and our profession to begin to provide leadership in the solution of some of the most challenging issues facing humanity: energy, climate change, clean water, waste, species extinction and soil degradation.

The second idea that occurs to me from Ron's ecological idea is that our connection with all of these areas is not one of neutral, disinterested 'delivery' of knowledge, skills, competences and attitudes. It is much more the case that we and our universities stand in a relation of knowledge-power and influence-power in these fields. It is expected of us that we speak with authority based on knowledge and evidence in our fields. We expect to influence policy-, decision-makers and actors in the shaping of these fields, as a result of our expertise, grown out of research. With these power-relations comes, however, the imperative for ethical and moral thought, prudent decision-making and right action.

This view of our profession and of universities could be dismissed as utopian and, indeed to return one last time to Ron Barnett, the subtitle of his book is 'A Feasible Utopia' and I want to emphasise the idea that a *broad* ecological perspective on who we are and what we do in universities is a *feasible* one also. For too long now and especially in Irish higher education policy, we have been corralled into one eco-system, that of the economy. Classical human capital theory, adopted nearly 50 years ago as the guiding and the principle idea to support investment in higher education, is no longer adequate to understand our universities and what we do in them. But we do not have a successor theory, neither we, nor the policy-makers, and I do not believe

that this is a result of us all rejecting meta-narratives and becoming committed post-modernists.

No, it is much more the case that we have fallen into the slumber of 'common sense'. It makes simple sense to regard universities as places where people are prepared for work; but precisely because it is simple, this sense is not sufficient. It surely is time now to awaken, to open our eyes and to look on our university worlds in a new, broader, richer way and to develop a deeper understanding of who we are and what we do.

IFUT has an important role in the work of both re-imagining the Irish university and bringing about a new self-understanding and new ways of working. Uniquely, it brings together colleagues from across all disciplines and from all the universities, colleges of education and other institutions of higher learning. These are colleagues who not only are creative thinkers but are also people of action; and it is action that is called for as well as imagination and new language and theory. The kind of activity that is demanded here is to bring about the conditions for a feasible utopia and I believe that we know already what some of the actions might be. First, there can be no broad, confident assertion of the university in society without fundamental academic freedom within it. This is the freedom to engage with all of the eco-systems, but especially that of knowledge, in a way that is critical, fearless and responsibly in the service of the solutions to our challenging human issues. IFUT has always and will continue to advocate and act to secure and defend academic freedom and will remain vigilant to the origins of new sources of threat. We may be fortunate to live in a society in which overt oppression and suppression of thought is not a feature of our political life. This kind of threat is relatively small in most European countries but recent political decisions and actions in Hungary are very concerning and I wish to extend an

expression of solidarity with our academic colleagues there. There are, however, many more subtle threats to academic freedom. Politicians and policy-makers calling for more influence for industry in constructing curriculum and research funders directing resources in particular directions and to the neglect of fundamental research and individual Principal Investigator projects are obvious threats to academic freedom. These challenges to academic freedom are, of course, also challenges to the very understanding of the university itself.

One of the most significant threats to academic freedom on a personal level, however, is the now ubiquitous practice in universities of placing and keeping academic and other staff in precarious working conditions. This is simply an unacceptable and reprehensible exercise in power abuse. To keep workers in a state of constant insecurity and thus effectively limiting their normal life prospects of attaining a mortgage, of settling children in schools, of being close enough to care for aging parents is one of the most distasteful features of late capitalist employment practices. I wish to note here especially, that our career researcher colleagues are particularly affected by this practice and wish to re-iterate the commitment of this union to the cause of achieving an acceptable career structure for researchers.

A second activity that IFUT has already embraced and can expand upon in order to bring about the feasible utopia of a new kind of university is the collaboration and cooperation between unions in the universities and colleges. I wish to highlight this today since one of the key features of my time as President has been the troubled relationship with our fellow trade unionists in SIPTU in the new DCU. We have had to work very hard to change the nature of this relationship and we have had some very difficult decisions to make in the last two years that could have threatened the very existence of IFUT. Before I expand a little more on this, I would like to welcome again Karl Byrne from SIPTU and to thank him for accepting our invitation to attend our

ADC. We have come to an arrangement in DCU with our colleagues that will see both unions at the table with management on collective issues, we are planning a joint campaign to bring more colleagues into membership of our unions and we look forward to a future of close cooperation. To this project, I wish to offer also the following: remaining with the theme of the new university as a feasible utopia, I suggest to our comrades in all of our sister unions in the universities that in us and in IFUT they have partners who have a rich tradition in knowledge of academic life and work. Over years of work reflecting on and analysing the work of universities and engaging closely those who work in them, IFUT has gained an expertise and even a specific wisdom that no other union has. We are justly proud of this body of knowledge and of the way in which we have and continue to use this to the benefit of our members. Today, I offer this expertise, this knowledge and wisdom to the new relationship with our colleagues and comrades in SIPTU and in our other sister universities, in the hope that they will regard it for its great value, that they will respect it as we do and that they will work with us to enhance it to the benefit of many more. I hope that we can record this Annual Delegate Meeting as the formal date of the beginning of our new relationship and that each ADC that follows can report on many shared achievements and successes.

Colleagues, delegates, it has been my privilege to serve as President of this wonderful and important trade union that plays such a significant role in the life of our universities and colleges. Long may it prosper and grow. I have a little more work to do on your behalf today but my final joyful task will be to introduce you to my esteemed successor and I will do this at the closing of proceedings later this afternoon.

Thank you.

## C. RESOLUTIONS 2019

### POLICY

#### **1 Casual/Precarious Employment**

That IFUT redoubles its efforts to organise and represent casual/precarious academic staff in the Irish universities, while supporting such staff to gain visibility and speak out on their concerns.

#### **2 Precarious Employment**

Universities are using precarious employment practices to shift the burden of risk onto staff. These practices include, but are not limited to extended probation contracts and employing staff on an hourly basis to avoid issuing contracts. IFUT should take national level action to address and publicise the continued and unacceptable proliferation of precarious work in the University sector and the stress this places on members.

#### **3 Precarious Employment / OneGalway and OneCork Movements**

This ADC notes that IFUT is part of the OneGalway and OneCork movements, where the Unions and Civil society campaigning organisations come together to work on common causes affecting our whole communities. These issues include precarious work and homelessness, affecting IFUT members.

As part of the work against Precarious employment in Galway, the OneGalway movement and ICTU have been campaigning for tips in the hospitality sector to go to staff as customers intend. We call on IFUT to support this, and the OneGalway and OneCork movements generally.

#### **4 IFUT'S Membership Structure in Relation to Members in Precarious Employment**

IFUT'S Membership Structure in Relation to Members in Precarious Employment  
This ADC calls for IFUT to consider its membership structure to reflect the current precarious nature of the job for members who are required to change institutions to remain employed. Specifically, it calls to make it as easy as possible for members who change institution to transfer their membership to the relevant branch and for those members who are temporarily unemployed to retain their membership.



## **5 IFUT's Commitment to Precarious Workers**

This ADC calls for IFUT to reaffirm its commitment to precarious workers, short-term contract workers, fixed and specific term and calls on universities to give pay restoration to hourly paid and precarious employees.

## **6 Third-Level Boycott of the WRC Adjudication Process**

Traditionally issues related to regularisation of individual staff contracts were dealt by adjudication at the WRC under the provisions of the Industrial Relations Act.

Adjudication provides that the outcome of that process can be appealed to the Labour Court where the eventual decision becomes binding on both parties.

The Department of Education has now instructed university HR departments to refer such cases to conciliation at the WRC. This is on the basis that appeals to the Labour Court from this process are non-binding. The University Sector is now effectively boycotting the WRC adjudication process when dealing with precarious staff contracts which makes the entire process meaningless.

This ADC calls for IFUT to ensure that the WRC Adjudication process is accepted by the university HR departments as the appropriate mechanism to deal with individual industrial relations cases.

## **7 Metricisation of the Higher Education Sector**

This ADC calls on IFUT to fight the metricisation of the HE Sector in Ireland and to lobby to ensure that the practice of measuring faculty members' academic performance through simple metrics/performance indicators is not allowed to become embedded in the management practices of Irish universities. This ADC stresses the importance of recognising that academic careers are and should remain multi-faceted in nature and consequently impossible to quantify with simplistic measures.

## **8 Funding of Higher Education**

IFUT calls on government, political parties and other stakeholders to engage urgently with the recommendations of the Cassells report (*Investing in National Ambition: A Strategy for Funding Higher Education*. Report of the Expert Group on Future Funding for Higher Education, March 2016) in order to fully restore public funding to

the Irish universities and ensure the continuation of higher education as a high quality public good, accessible to all, regardless of ability to pay.

## **9 IFUT Membership of Eurodoc**

Conference notes that on April 3<sup>rd</sup> 2019 IFUT was voted in as the official representative of postdoctoral researchers in Ireland at the Eurodoc AGM.

Eurodoc is the European Council of Doctoral Candidates and Junior Researchers. It is an international federation of 29 national organisations of PhD candidates, and more generally of young researchers from 28 countries of the European Union and the Council of Europe.

Eurodoc's objectives are:

- To represent doctoral candidates and junior researchers at the European level in matters of education, research, and professional development of their careers.
- To advance the quality of doctoral programmes and the standards of research activity in Europe.
- To promote the circulation of information on issues regarding young researchers; organize events, take part in debates and assist in the elaboration of policies about Higher Education and Research in Europe.
- To establish and promote co-operation between national associations representing doctoral candidates and junior researchers within Europe.

Eurodoc are actively representing Early Career Researchers (ECRs) to UNESCO, the Directorate-General (DG) for Research and Innovation (RTD), Council of Europe, Expert Group (EG) for Education and Skills under Open Science (OS) at the EC, MEP Dan Nica who is responsible for drafting the legislation for HorizonEU (successor to H2020), EUA, the European Parliament, Nature Careers and various other stakeholder organisations.

Conference calls on IFUT members to engage with Eurodoc to help achieve common goals.

## **10 Collective-Bargaining Rights for IFUT Members in DCU**

That this ADC welcomes the recent agreement between IFUT and SIPTU that provides for the establishment of mechanisms which will vindicate the collective-bargaining rights of IFUT members at DCU. Further, ADC echoes the DCU Branch Committee in acknowledging the work of the General Secretary and Deputy General

Secretary, and the solidarity of colleagues in all IFUT branches, both of which were so vital to this achievement.

### **11 Academic Freedom**

This ADC notes the threats to academic freedom in Hungary under the government of Prime Minister Orbán. The ADC notes in particular the 2017 law which has seen the independent Central European University effectively forced out of Hungary, as well as the 2018 decree which gives the government powers to prevent universities from offering politically unpopular programmes. This ADC calls on the Hungarian government to uphold academic freedom as explicitly guaranteed in the Charter of Fundamental Rights of the European Union.

### **12 Grading - “Below the Bar”**

This ADC calls for IFUT to campaign vigorously for Universities to scrap the “below the bar” grade for Lecturers/Assistant Professors, when it is used, as it is in UCD, to pay people performing the same role on different pay scales.