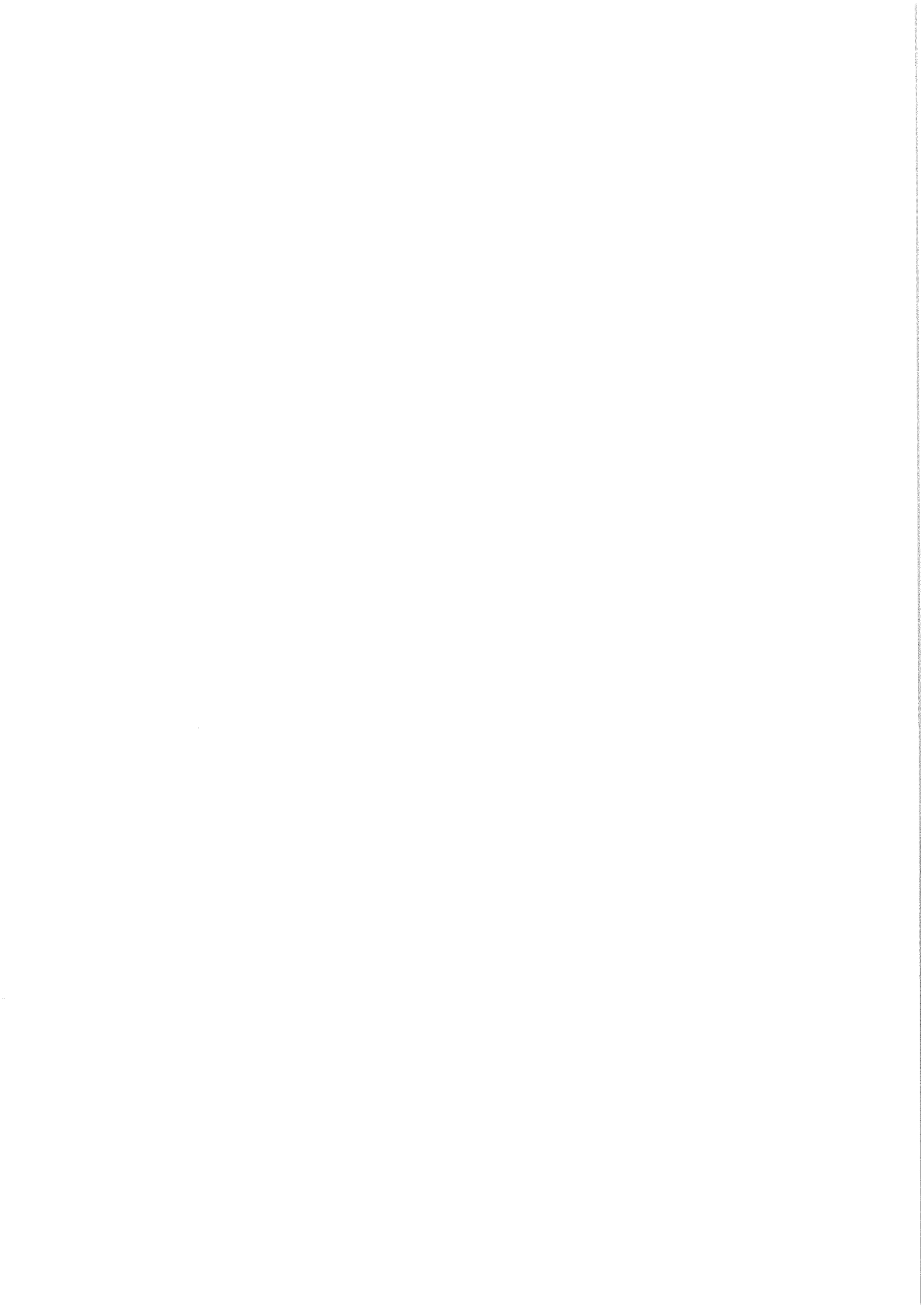


IFUT

ANNUAL CONFERENCE

RESOLUTIONS

1968 – 2019



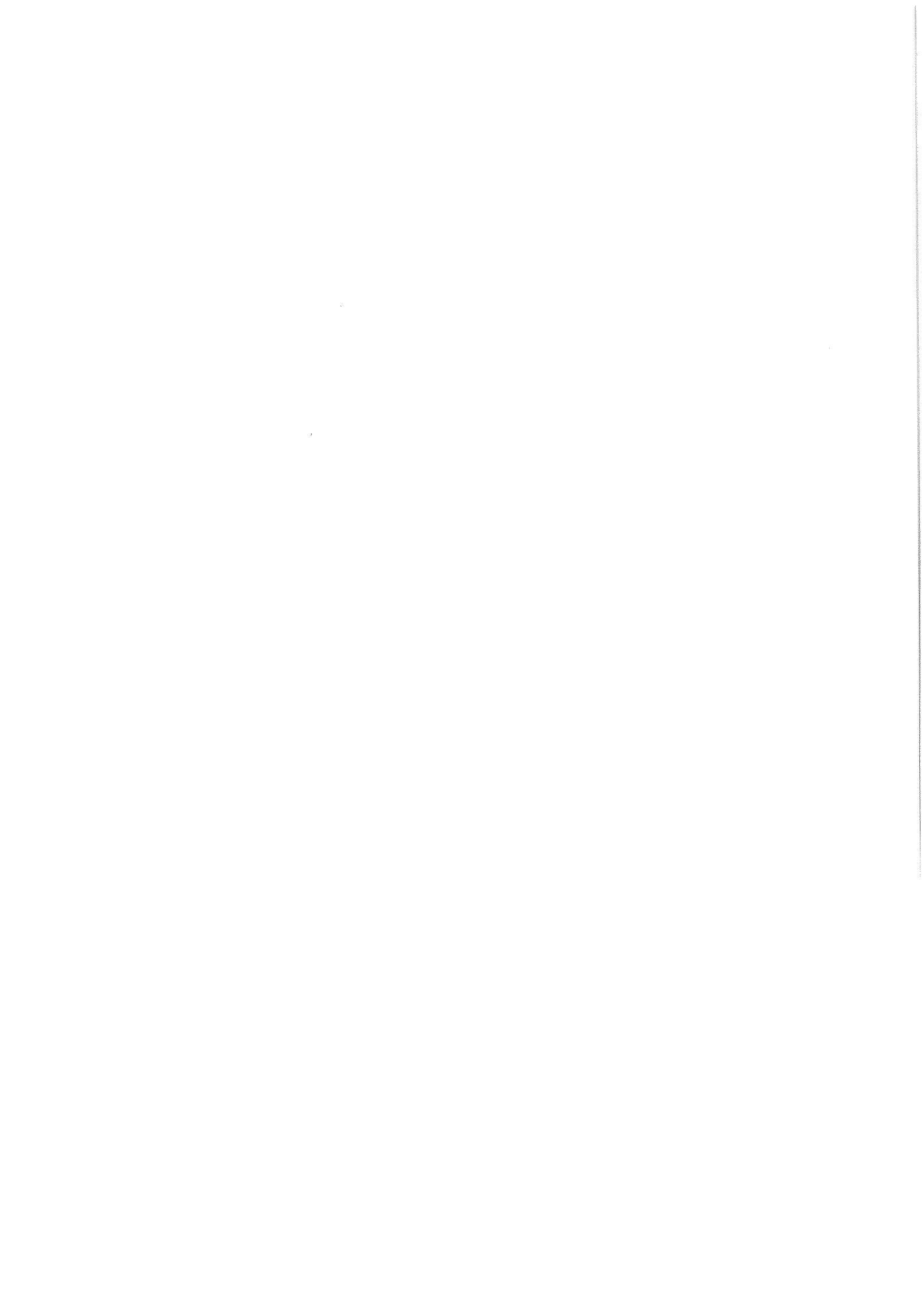
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Updated 11 May 2019



b. EDUCATION & RESEARCH

1968

Structure of Higher Education

That this meeting resolve that, before taking firm decisions about the structure of higher education arising from the late Mr O'Malley's statement of 18 April 1967, the Minister for Education should, as Mr O'Malley gave an undertaking to the academic staff associations of both UCD and TCD that he would, state his intentions in such a way as to give the staffs of the various Irish colleges an opportunity to comment constructively upon them.

1974

Degree Courses for Primary Teachers

The Federation notes the current moves to provide degree courses for Primary Teachers and calls for wider debate on the educational issues involved.

1975

Maintenance of Academic Standards Within the University System

Noting that IFUT was not consulted in the past year when other third-level institutions entered into, or were proposed for, association with the universities, this meeting instructs the incoming Council of the Federation to press the governing authorities of the university colleges for immediate meaningful discussions to seek an assurance that concern for the maintenance of academic standards within the university system will not be overshadowed by political or administrative considerations.

Veterinary Medicine in Ireland

While conscious of the present very inadequate facilities for Veterinary Medicine in Ireland and of the need for urgent action in this as in other areas of higher education, IFUT nevertheless views with concern recent recently reported moves by the Minister for Agriculture to achieve a 'dé facto' merger of the Veterinary Faculties at UCD and TCD by means other than by open discussion of legislation following the publication of a White Paper.

1976

Internal Structures for the Universities

The Annual General Meeting congratulates Council for its work in developing agreed policies on appropriate internal structures for the universities. It urges Council to proceed with a similar analysis of the appropriate structures for those bodies engaged in the co-ordination of activities in third-level educational institutions.

Student Fees & Grants

That this AGM reaffirms the general principles expressed in IFUT previous policy statements on student fees and grants but recognises that recent economic developments necessitate a fundamental re-examination of the issues involved. Accordingly, this AGM instructs the incoming Council to draw up a detailed and realistic policy on student fees and grants and to make direct representations to the appropriate authorities, including the Minister for Education, once such a policy has been developed.

1978

Legislation on University Structure and Other Matters

That the AGM of IFUT deploras the continuing failure of the Minister for Education to meet and consult with the elected representatives of university staff about the long overdue legislation on university structure and other matters.

1981

Education Cuts

The Annual Conference of IFUT notes with grave disquiet the current round of cuts in the UK educational sector, more especially the Universities; voices concern at the short-term and long-term implications for UK education; expresses solidarity with our UK colleagues thus threatened, with their families, as well as with the many post-graduate students whose career prospects are seriously affected; deploras Government disregard for the tradition of academic tenure, even when embodied in contracts, and this short-sighted and philistine attitude towards the Universities and their role in the UK's future; and advocates a fundamental reappraisal of Government attitudes toward UK university education.

University Values

The Annual Conference of the Federation, recalling the three primary aims of the Federation, viz. the advancement of higher education and research; the promotion and protection of academic freedom; the safeguarding of the interests of its members; wishes to emphasise the necessity of proclaiming and defending the values of the university in the continuing debate on the development of higher education in Ireland.

It urges, therefore, the Executive Committee and, the Council of the Federation to pay particular attention to this aspect of its work in the coming year.

1982

HEA Plans

This Annual Conference expresses concern at the lack of consultation with IFUT on the formulation of the HEA Four Year Plan for the universities and the lack of a clear concept of university education underlining it.

University Legislation

That IFUT should concentrate on pressing by every available means at national and local level, for immediate passage of legislation on dissolution of the NUI and setting up autonomous universities.

1984

Ages of Learning

IFUT deplors the fiscalty of the discussion paper, 'Ages of Learning'; we condemn its dishonest use of selective statistics and call upon the Government to refrain from introducing cost-saving measures which would adversely affect educational provision for pre-compulsory age children.

College Development Plans

The Federation calls on its Branches to formulate development plans for their own Colleges.

Curriculum and Examinations Board

That this Annual Delegate conference endorses the work of the Federation in relation to the Interim Curriculum and Examinations Board.

Graduate Unemployment

That we deplore the current situation of graduate unemployment and reduced student intake in Colleges of Education, recognising that the latter is not a necessary consequence of the former, but that both result from deliberate education cut-backs, and that we call for an immediate return to a policy of planned progress towards smaller classes and increased educational opportunities.

Postgraduate Awards

This ADC believes that the level of grants for postgraduate students in third-level education is totally inadequate even in comparison with the grant received by undergraduate in receipt of County Council award and deplors the fact that postgraduate awards are available only in the science and engineering areas. This ADC notes that this situation is worse than in any other State in the European Community and calls upon IFUT Council to lobby within the Trade Union movement and the members of the Oireachtas to improve the financial support of postgraduate students.

Research Funding

This ADC of IFUT deplors the continued under-financing of research and development in third-level institutions in Ireland. It welcomes the efforts made by government agencies to promote co-operative research and development projects with Irish industry but believes the policy of only funding applied projects in certain subject areas to be short-sighted and detrimental to the development of the State. This ADC calls upon IFUT Council to seek discussions with government agencies, ICTU, CII and FUE so that the value of research whether basic or applied in third-level institutions is appropriately supported.

University Education and Fees

The Federation reaffirms its commitment to the aim of providing university education for all who are able and willing to benefit from it regardless of their financial situation and calls for reduction in fees for students.

University Legislation

That this Annual Delegate Conference notes with concern recent developments in the universities which show a reluctance to reform structures of Government and it reiterates the conviction that university legislation is required to deal with the inadequacies of present systems of University Government and the anomalous position of St Patrick's College, Maynooth.

1985

Williams Report and Third-Level Education

Conference instructs Council to formulate an IFUT reaction to the Williams Report on cross-border co-operation and third-level education.

1986

Curriculum and Examinations Board

The Irish Federation of University Teachers, noting the publication of the Bill to establish a National Board for Curriculum and Assessment, regrets the failure of the Bill to make any provision for the representation on the Board of teachers organisations and the absence of any reference in the Bill to the legitimate interest of the higher education sector in the development of other levels of the education system, deplors the weight of provision in the Bill to remove any effective autonomy from the Board and in particular the requirements that prevent any research being carried out or any recommendations being published without the consent of the Minister and urges the Executive of the Federation to seek to have substantial amendment of the Bill prior to its approval by the Oireachtas.

PDs and DIAS

That the Annual Delegate Conference of IFUT strongly condemns recently published pronouncements of or on behalf of the Progressive Democratic Party intimating its intention, if and when empowered, to close the Dublin Institute of Advanced Studies as a measure of public expenditure cutbacks and calls on the Progressive Democratic Party to revise its policy in this regard and endorse the continued support for advanced studies and serious academic research.

Post-Graduate Support

That the ADC condemns the decision of the Government to rescind financial support for post-graduate students in Science and Engineering and calls on the Government to institute an alternative scheme of financial support for post-graduate study in all disciplines.

1987

An Foras Forbartha

IFUT deplores the Government's decision to abolish an Foras Forbartha which has proved itself to be a valuable centre of research and advice on physical planning, construction and environment.

Cutbacks

That this ADC views with alarm the recent and proposed cutbacks in Government funding for third-level education and calls on the Government to reconsider these proposals on the basis of their effects on the economic and technological, cultural and social development of the country and their affects on the employment prospects of Irish graduates internationally. This ADC calls on the university establishments to defend the interests of higher education and the necessity for Irish society of academic freedom and university autonomy. The ADC calls on IFUT to sustain a vigorous campaign to oppose cutbacks.

Cutbacks

That this ADC strongly deplores the proposed Government cutbacks in education, especially in the primary sector.

DIAS

That IFUT affirms that the Dublin Institute for Advanced Studies is an invaluable part of Irish higher education and research, and opposes any inequitable diminution in the State's support for the Institute.

OECD Report & Teacher Education

That this ADC calls on the Minister for Education to take no further decisions relating to the

provision of teacher education within the State prior to the publication of the OECD Report on teacher training.

1988

Cutbacks

That this ADC views with alarm the recent cuts in the estimates for basic Medical Research.

Postgraduate Research

Postgraduate research has never been adequately supported in our universities. Funding is woefully insufficient, despite the welcome Eolas grants in Science and Technology. This is leading to an erosion of postgraduate research and to an inability of the system to restock itself. IFUT calls on both the Government and university authorities to treat the question of graduate study in all faculties and the renewal of staff as a matter of the utmost seriousness.

Viability of the Irish Third-Level Education System

That IFUT, besides condemning the immediate impact of further Government cuts on the third-level sector, deplores the way in which the viability of the Irish third-level education system is being undermined without any public debate or informed discussion of the economic, cultural and social consequences of the process.

1989

Demand for Third-Level Education

ADC acknowledges that there will be a significant increase in the demand for third-level education in the next several years. The Federation will co-operate with Government in answering that demand but it will strenuously and publicly resist any attempt to depress educational standards in the Universities. A decline in standards will be the unavoidable result of any attempt to provide education on the cheap and IFUT will not co-operate with any such attempt. IFUT sees the increased demand as an opportunity to restock our Universities in a planned and measured way and as a method of avoiding the hurried restocking which will be the consequence of doing nothing now.

Funding for Post-Graduate Research in Universities

ADC notes the dearth of funds for post-graduate research in our Universities relative to that available in other EC states. The training of post-graduates is important for society generally but, specifically for third-level education, unless there is a well supported scheme of post-graduate education in all the disciplines our third-level institutions will be unable to restock themselves

with suitably prepared staff and will decline in quality. Given the age structure of University staff at the moment post-graduate education is an urgent necessity and ADC asks incoming Council to initiate discussions with the Minister for Education about the establishment of such a scheme.

Investment in Universities

That in the light of demographic projections over the next decade and changing national needs, IFUT calls on the Government to increase investment in the university sector.

1990

Stáisiún Teilifíse trí Ghaeilge

Molann CEMO go gcuirfidh an Rialtas Stáisiún Teilifíse trí ghaeilge ar eco chun breis tacaíochta agus borradh a thabhairt don teanga.

Health Research Board

IFUT deplores the decision of the HRB to close their research laboratory in TCD.

Structures of NUI

That IFUT should seek a central role in the current debate concerning the future structures of the National University of Ireland.

University Funding

IFUT views with extreme concern the proposed changes in the formula for university funding and instructs the incoming Executive to initiate discussion with the HEA concerning the mechanisms of implementation and the long-term implications of this proposal in order to protect the academic autonomy of the universities, the quality of courses and the professional integrity of staff.

1992

Green Paper

IFUT notes the proposals contained in the Introduction to the Green Paper regarding quality assurance at third-level. The ADC calls upon the incoming Executive to formulate a position paper dealing with the issues of quality assurance and performance assessment. IFUT demands that we be fully consulted in advance of the establishment of either mechanism.

Unit Costs Mechanism

This ADC, deplores some of the consequences of the unit cost mechanism, in particular the disproportionate increases in student fees, and the threats to four-year degrees, and insists that planning and policy making at tertiary level is properly the domain of the university institutions themselves.

University Funding

IFUT reaffirms that the scholarly activities of research and teaching are interdependent and will resist any attempt by Government to introduce separate funding arrangements, particularly with respect to post-graduate education.

University Status

IFUT welcomes the decision of the NUI to seek university status for the recognised College at Maynooth, but insists that the new university should have governing structures similar to those of the other three new universities within the NUI.

University Structures

In the light of proposed changes in the 1908 Irish Universities Act, IFUT calls on the Minister for Education and the Colleges to consult IFUT in order to ensure that new organisational and governing structures will continue to promote academic excellence and effective teaching and to foster the university as a community of scholars.

1993

Áiteacha ar an Tríú Leibhéal do Dhaoine Fásta Feiliúnacha de Chúlra Dítheach Oideachais

Go n-iarrann an Chomhdháil Bhliantúil Teachtaí ecogn Choiste Gnó Chónaidhm Éireannach na Múinteoirí Ollscoile moltaí a chur le chéile maidir le líon áirithe áiteacha a chur ar eco ar an tríú leibhéal le haghaidh daoine fásta feiliúnacha de chúlra dítheach oideachais nach bhfuil na cáilíochtaí éigeantacha iontrála acu.

(Places at Third-Level for Disadvantaged Adults)

(This Annual Delegate Conference requests the Council of the Irish Federation of University Teachers of Ireland to formulate proposals relating to the allocation of a certain number of places at third-level to suitable adults of disadvantaged educational background who do not have the required entrance qualifications.)

Cruthú Fostaíochta I Réimse an Oideachais

Go n-iarrann an Chomhdháil Bhliantúil Teachtaí ecogn Choiste Gnó Chónaidhm Éireannach na Múinteoirí Ollscoile moltaí maidir le cruthú fostaíochta I réimse an oideachais agus sna seirbhísí tacaíochta oideachais a chur le chéile agus a chur faoi bhráid na nAíre Rialtais agus na Ranna Stáit cuí.

(Job Creation in Education)

(This Annual Delegate Conference asks the Council of the Irish Federation of University Teachers to formulate and place before the relevant Government Ministers and State Departments proposals for job creation in the

area of education and the education support services.)

NUI Reform

IFUT insists that, in the preparation of proposals for the legislative reform of the NUI, the Minister for Education must give the principles of collegial government and of academic freedom, which define the university system, precedence over ideas of managerial efficiency.

Research Funding

IFUT condemns the government cut in the provisions for funding research in the universities and urges that it be rescinded.

1994

Departmental Reviews

IFUT rejects the use of strategic reviews of university faculties by outside management consultants with no expertise in the field of education as totally inappropriate.

Funding

That this conference affirms the essential inseparability of teaching and research in a university environment, and urges the Government to recognise the vital contribution of basic university research to national economic, cultural and human development.

1995

Academic Council at St Patrick's College, Drumcondra

That this ADC deplores the inexplicable delay in instituting an Academic Council at St Patrick's College, Drumcondra.

Education White Paper

This ADC notes the proposals in the Education White Paper regarding quality assurance.

This ADC further notes-

- 1 that systems will be set up to evaluate the effectiveness of research, of teaching and of links with the wider community;
- 2 the stated intention of conducting cyclical evaluation of departments and faculties by national and international peers, preceded by an internal evaluation by the department or faculty;
- 3 the declared intention of making such evaluations available to the general public.

This ADC advises that the co-operation of the academic staff in institutions of higher education will be necessary if any such proposals are to be implemented.

This ADC calls upon the Minister for Education to ensure that IFUT is meaningfully and adequately consulted regarding the development of any quality auditing system.

Funding of Higher Education

IFUT, *noting* that the section on the funding of Higher Education in the White Paper is confined to ten lines which refer primarily to the extension of the unit-cost funding system, and *noting* that the White Paper accepts as fundamental:

- (b) a projected growth in numbers participating at Third-Level; and
- (ii) an increasing diversity in the composition of the student body, condemns
 - a) the decrease in real terms from 1975 to 1995 of the amount expended per capita; and
 - b) the total failure of the White Paper or the Interim Report of the HEA TWG Report on the Future Development of Higher Education to address the issue of adequate funding and resourcing of either the existing system or of the proposed and diverse expansion and CALLS UPON the Executive to prepare a policy of non-co-operation with the proposed expansion unless the question of adequate resourcing is immediately addressed.

Private Third-Level Colleges

This ADC welcomes the Government's proposals in 'Charting the Education Future' to introduce legislation to regulate private Third-Level Colleges which receive State certification for their awards.

1996

History & Geography as Core Subjects for Junior Certificate

This ADC notes with approval the recent Council statement in favour of the retention of history as a core subject for the Junior Certificate. It notes also the importance of Geography as a core subject for the Junior Certificate and, as with History, demands that any suggestion of removing Geography as a core subject for the Junior Certificate should be abandoned.

Independent Research Environment

That this ADC affirms the fundamental importance of an independent research environment within our universities, and cannot accept any trend towards a managerial-style control of academic research being exercised by the HEA or any similar body.

New 'Grads' Course in Colleges of Education

That IFUT deplores the failure of the Minister for Education to consult properly with the Colleges of Education prior to her recent press release in relation to admission to the Colleges of a new graduate cohort to be trained for primary teaching.

Part-time Students

That IFUT welcomes the recent announcement of tax relief against fees paid by part-time students in publicly-subsidised universities and third-level colleges.

University Education to the Less Advantaged Sectors

IFUT urges the Irish Government to take real steps to supported by adequate resourcing to achieve the opening of university education to the less advantaged sectors of our community.

University Legislation

Conference would seek that the consideration of proposed university legislation by the Dáil Select Committee on Social Affairs, which is likely in the near future, should involve IFUT and expresses its concern at indications now being received that a Universities Act will not be passed this year. Conference also urges the Minister to ensure that IFUT's proposals are fully reflected in the Universities Bill when that emerges.

1998

Representation on UCC Governing Authority

The Annual Delegate Conference of IFUT notes with concern that, following the passage of the Universities Act 1997, the Commission for NUI, Cork has determined the number of representative places on the Governing Authority for non-professorial academic staff at the minimum number permitted by the Act, unlike the determination made in the other Irish universities. ADC calls on the Governing Body of NUI, Cork to redress this imbalance at the earliest opportunity.

Representation of Women on Interview and Other Boards/Committees

The ADC of IFUT, noting with concern that the guidelines governing the representation of women on interview and other boards/committees for staff and students are ignored in a number of cases, reiterates its conviction that female representation on such committees is an essential prerequisite for the achievement of gender equality, and calls on the Governing bodies of all HEIs to refuse to sanction the establishment of any committee which does not have female membership. Further, this ADC urges the Governing bodies to ensure that there be a two-three/three-two gender balance on all committees and interview boards.

2001

Bologna & Prague Declarations

That, in the context of the Bologna and Prague deliberations on higher education and the

exclusions from those deliberations in Ireland of the Education International (EI), even in an observer role, IFUT wishes to support the misgivings voiced by EI in relation to adequacy of consultation, and reserves the right for that reason to withhold its co-operation from any attempted actualization by Government of those declarations in Ireland.

2002

Teaching, Scholarship and Service to Students

That, in the face of current emphases on managerialism and so-called 'accountability', IFUT asserts the primacy of teaching, scholarship and service to students.'

Skilbeck Report

IFUT welcomes the interest in third-level evidenced in the recent Skilbeck Report but is concerned that academic standards are not sacrificed in the pursuit of economic goals.

2003

Proposal to Divide University Sector into Two Distinct Groupings

This ADC condemns as anti-intellectual and inimical to the functions of the university as stipulated in the Universities Act (1997) the proposal that the university sector be divided into two distinct groupings based on the ability of the institutions to enter the highly competitive global market.

Forum of Third-Level College Unions

To call on IFUT to consider how liaison with other Third-Level College unions might be developed so as to address issues of common concern.

2004

Changes in Irish University Structures

IFUT views with concern the threat to traditional university values posed by proposed changes in the structures and governing frameworks of Irish university institutions.

OECD Report on Higher Education in Ireland

This ADC urges IFUT to be prepared to respond vigorously to the forthcoming OECD Report on Higher Education in Ireland.

Hibernia College & Online Teaching Qualification

IFUT calls for an independent review of the circumstances surrounding the Minister for Education's sanction of a part-time, online teaching qualification offered by Hibernia College.

2005

Free Exchange of Ideas & Free Movement of Scholars

IFUT reaffirms its commitment to the free exchange of ideas and the free movement of scholars as essential prerequisites for the success of the academic mission, and declares its rooted opposition to efforts to subvert such exchange and movement.

Diminution of the Role of Academics in University Governance

This ADC condemns the moves to diminish the role of academics in University governance and calls on IFUT to resist any such proposals.

University Restructuring

This ADC calls on University management to ensure that University restructuring takes place only as a result of a process of inclusive debate and negotiation.

2007

Gaeilge Mar Mheán Múinte

Cáineann an Chomhdháil seo de Chónaidhm Éireannach na Múinteoirí Ollscoile an fhaillí atá déanta ar an nGaeilge mar mheán múinte ag an tríú leibhéal ag na húdaráis oideachais le fada, leis an dtoradh nach féidir anois céim iomlán ins na príomh-ábhair léinn a dhéanamh trí mheán na Gaeilge in Institiúid ar bith sa tír.

Iarann an Chomhdháil ecogn an Aire Oideachais, an Roinn Oideachais agus na húdaráis tríú leibhéal feabhas a chur ar an scéal go luath.

This ADC deplores the continuing neglect of the Irish language as a teaching medium at third level by the education authorities, with the result that it is now impossible to take a full degree course in any of the major academic subjects through Irish.

The ADC asks the Minister for Education, the Department of Education and the third level education authorities to urgently remedy this situation.

Centrality of Academic Work

That IFUT seek to re-establish the centrality of academic work (teaching and research) in the duties of academic staff, with the consequent reduction of routine administrative responsibilities, which have increased dramatically in recent years.

Recognition & Support for Academic Work

This ADC resolves that in any future negotiations on national social partnership IFUT will demand that the issue of proper recognition and support for academic work be given a higher priority.

Application of VAT to Research in Third-Level Institutions

This ADC calls upon the Government to change the VAT system, so that the VAT rate applied to research carried out in third-level institutions, is lowered from 21% to 13.5%.

Closure of Academic Departments in Universities

This Annual Delegate Conferences notes with alarm the recent series of decisions to close down academic courses in our universities (e.g. Early Irish in UCD, Women's Studies in NUIG, BA in Acting Studies in TCD).

We believe that such decisions reflect a increasingly narrow and short-sighted view of the importance of university education in society.

IFUT restates its commitment to academic freedom and academic diversity and asserts clearly that decisions on the continuation or otherwise of university courses should be based on the contributions such courses make to the cultural and intellectual health of our country and not on mere narrow economic or business grounds.

Threat to the Teaching of Early Irish at UCD

In deploring the shameful lack of support accorded by various University decision-makers to the systematic teaching of Early Irish in this country, this Annual Delegate Conference affirms and draws attention to the points made in a letter on the subject that was sent by IFUT National Council to the *Irish Times* on 21st April 2007, but which has not been published. That letter reads as follows:

A Chara,

Concerning the threat to the teaching of early Irish at UCD, we wish to add our voices to those of the Irish scholars and the Classical experts who, together with a number of others, have of late expressed their anxiety in the columns of the Irish Times.

As a democratically elected, interdisciplinary group responsible for steering the Irish Federation of University Teachers (IFUT), which is organized throughout most of the HEA sector in Ireland as well as in some other third-level institutions, we are dedicated to the preservation of traditional scholarly values such as academic freedom and the need for pure research. We cannot help but see that, if our young people lose the opportunity to acquire the skills necessary for the study of Irish medieval texts in the original, then our society as a whole will become dependent for its knowledge of our people's own past upon

someone else's interpretation, or representation, or misrepresentation of those texts.

A decision to allow this to happen would, at best, display a cultural inferiority complex on the part of the decision-makers that would be unique in Europe.

At worst — well, was it not George Orwell who pointed out that he who controlled the past controlled the future?

Is sinne, le meas,

Dr JOE BRADY, President, IFUT

Dr MICHAEL CREED, Dept of Civil and Environmental Engineering, UCC

Mr JOHN DUNNION, School of Computer Science and Informatics, UCD

Dr FRANK M. FLANAGAN, Dept of Education, Mary Immaculate College, UL

Dr HUGH GIBBONS, Dept of Computer Science, TCD

Dr ANTHONY HARVEY, Dictionary of Medieval Latin, Royal Irish Academy

Dr GERALD MILLS, School of Geography, Planning & Environmental Policy, UCD

Professor ANTHONY G. O'FARRELL, Dept of Mathematics, NUI Maynooth

Dr PÁDRAIG DE BHAL, School of Education, TCD

Dr JOHN O'FLYNN, Dept of Music Education, Mary Immaculate College, UL

Dr JOAN BYRNE (rtd.) formerly of Dept of Microbiology, Health Research Board

Dr DÓNALL A. MACDÓNAILL, School of Chemistry, TCD

Mr WILLIAM DOWLING, School of Engineering, TCD

Dr GERARD M. ENRIGHT, Maths & Computer Studies, Mary Immaculate College, UL

Professor PATRICK D. BOURKE, Department of Statistics, UCC

Professor SEÁN TOBIN, Professor Emeritus, NUIG

Professor BREANDÁN Ó COCHLÁIN, Professor Emeritus, NUIG

Dr CATHERINE EMERSON, Department of French, NUIG

Dr PAT BURKE, Department of English, St Patrick's College, Drumcondra, (DCU)

Council of the Irish Federation of University Teachers.

2008

Academic Freedom, Research & Workload Models

This ADC notes with alarm the growing threat to Academic Freedom represented by the new culture of managerialism which seeks to direct and control every aspect of the working life of academics, including their research activity.

The ADC reasserts the central importance of academic autonomy and the pursuit of knowledge wherever it leads.

In this context, the ADC notes with approval the efforts of our colleagues in the ASA in Trinity College Dublin in drafting an important document which clearly sets out the issues which are fundamental for IFUT in dealing with the topics of research, workload models and academic freedom.

This ADC commits IFUT to bringing this document to finality and to seeking its endorsement by as wide a spectrum of stakeholders in higher education as is practical.

Overhead Costs Associated with Research

This ADC resolves that it shall be IFUT policy that full overhead costs associated with the execution of any research carried out by academics on behalf of the State, industry or other private body will be borne by the research clients.

2009

Casualisation of Labour in Higher Education Institutions

That this ADC condemns the increasing casualisation of labour in higher education institutions.

Higher Education Funding/Tuition Fees

IFUT notes with serious concern the financing crisis facing our higher education system, in particular our universities.

At the same time, IFUT notes that the statements from the Minister for Education regarding the reintroduction of undergraduate tuition fees have all been made in the context of cutting public expenditure. Therefore, it appears that fees are more likely to be a substitute for State investment in higher education rather than a top-up to it.

IFUT is concerned that such an approach would make it even more difficult for universities to secure adequate funding, primarily because

the State will have passed its responsibility for funding this vital national service on to the shoulders of individuals and their families.

We are concerned at the implications such a move would have for the privatisation of education and how this could lead to education's inclusion in a future GATS process.

Philosophically, we do not see education as a commodity to be purchased but rather as a vital ingredient in the social, cultural and economic life of the nation.

IFUT joins with our Teacher Union colleagues together with the wider trade union movement in Ireland and internationally in calling for education to remain free at the point of delivery. At the same time we are open to examining funding models which protect our higher education system without damaging its ethos or adversely affecting participation levels which remain at unacceptable levels.

University 'Rationalisation'

IFUT notes recent media reports on the question of rationalisation within the university and wider higher education sector. Some reports even refer to plans already being drawn up to 'rationalise' (i.e. close down) some Departments.

IFUT declares that no such 'rationalisation' can hope to have a beneficial outcome unless it is conducted with full regard to the rights of all stakeholders involved.

IFUT asserts that as the preeminent union representing academic staff in our universities we have a right to be involved in any talks aimed at so-called 'rationalisation' in the sector.

Quality Review Process

That IFUT would not support any quality review process which has implications for resource allocation to units and/or personal promotion.

Academic Freedom/Research

IFUT recognises and supports the fact that university academics are obliged to engage in both teaching and research.

However, we are concerned that in some influential quarters the perception of the value of research is purely short-term and linked only to immediate economic goals.

We declare that academic research whilst undoubtedly a stimulus for immediate benefit, also has to have a longer term vision. In this regard the principle of academic freedom and control over one's research is vital to preserve the long-term benefit universities bring to society.

We therefore appreciate the efforts which have been made to draw up protocols which can provide for fair and reasonable co-ordination of

research activity without compromising the principle of academic freedom.

IFUT pledges itself to provide ongoing support to bring these protocols to final conclusion and implementation.

Recruitment and Promotions Ban

This ADC deplores the ban on recruitment, promotion and payment for duties at a higher level recently imposed on the universities by the Department of Education and Science. It recognises that this has the potential to prevent some university programmes from being offered next September and to do lasting damage to others. The ADC instructs the executive to develop guidelines for members to prevent additional burdens, consequent on this ban, being imposed on them.

2010

European Science Foundation

This ADC calls upon the editors of academic journals in the Humanities in Ireland to disengage their publications from the European Science Foundation's so-called "European Reference Index for the Humanities", since the latter is fundamentally flawed both in concept and in methodology and is dangerous in the uses to which it might be put.

University Funding

This ADC mandates the Executive to continue to highlight the underfunding of our universities and higher education generally.

We note that universities are more and more forced to rely on private funding and the recent controversy regarding so-called grade inflation illustrates that private companies will not hesitate to use their influence to interfere in academic affairs.

If private businesses genuinely wish to assist financially in the funding of higher education without interfering with the integrity of academic standards or diluting Academic Freedom, they could demonstrate their good intentions by asking for a set percentage of corporate taxes to be ring-fenced for higher education.

Casualisation of Education

ADC calls upon the in-coming executive to condemn the casualisation of education and examine the role of part-time and contract lecturers and those without contract in the Irish university sector with a view to monitoring and furthering their working conditions.

Loss of Expertise due to Retirement and Early Retirement

We propose that where there is significant loss of expertise and experience in departments within the Colleges of Education due to retirement and early retirements, and in cognisance of a very recently acquired career structure that transparent processes for dialogue be mandatory between management and staff in order to have discussions on changing work conditions and some agreed vision for future development of programmes and continued delivery of quality education. Lack of discussion and information makes planning for the next academic year an impossibility.

Grade Inflation

This ADC, noting that the recent controversy regarding 'Grade Inflation illustrates:

- That the former Minister for Education was much more attentive to the pronouncements of the Chief Executives of private corporations than to the concerns of academic staff or students or higher education management;
- That the maintenance of the integrity of our academic grading system requires the continued deployment of traditional university quality control systems viz. a robust system of peer review combined with significant engagement by academically qualified externs;
- That we need to restore the teaching of undergraduates to its rightful place as one of the core and central functions of a university;
- That the pursuit of a high position in superficial international rankings can distract emphasis from this core function and distort the other main purpose of the university – the conduct of research – into areas where funding is more important than originality and short-term applicability is more prized than truly pioneering, ground-breaking discovery;

calls upon IFUT to take the appropriate steps to ensure that such fabricated controversies are not permitted to become the vehicle and justification to diminish university autonomy.

2011

Employment Control Framework

This ADC calls for the immediate and total rescinding of the Employment Control Framework. This policy is an affront to the principle of institutional autonomy and is having a very severe effect on our ability to deliver a first-

class higher education system which our country needs now more than ever.

Career Structures in the Colleges of Education and Humanities

This ADC notes with dismay the continuing erosion of career structures in the Colleges of Education. After twenty-five years of restricted promotional opportunities modest progress was made but has since been undermined. This ADC calls on IFUT to campaign to defend these structures from further erosion.

Casualisation of Education

ADC calls upon the Incoming Executive to condemn the casualisation of education: to highlight the increasing role of part-time and contract lecturers and those without contract in the Irish university sector and to begin a campaign illustrating the benefits of IFUT membership to part-time and contract staff.

Academic Freedom

Through this Annual Delegate Conference, IFUT reaffirms its professionally held opinion that Academic Freedom, correctly understood, is not a concession to be granted to or withheld from scholars at the whim of the State, but is instead a fundamental and necessary characteristic of any University system worthy of the name.

Funding of Research by IFUT

This ADC notes that in the current difficult climate it is all the more important that IFUT gathers and communicates information that will support the case for state funded higher education and advance the interests of our members. This ADC further notes that there may be occasions when it may be necessary to commission research on matters that are of concern to, but beyond the expertise of, IFUT members. This ADC resolves that, where appropriate, IFUT will finance – at national or local level – research projects that will provide the information to further the interests of members of the union.

Draft Plan on Numeracy & Literacy

This ADC welcomes the debate on changes to the Bachelor of Education degree, but condemns the fact that the recent *Draft Plan on Literacy and Numeracy* failed to consult with the teachers themselves and with the Colleges of Education.

2012

“Rationalisation” of Higher Education

This ADC notes that in the aftermath of the Hunt Report there is much talk about “rationalising” higher education.

IFUT asserts that, as the pre-eminent representative body of academic staff in the Universities and Colleges of Education, we have a right to be fully and genuinely engaged in the design of any such rationalisation plans.

Furthermore, we declare that rationalisation must not be based on considerations of mere administrative or bureaucratic convenience, but must be grounded on the premise of enhancing education while facilitating and supporting the learning environment for students and staff.

Investment in Higher Education

IFUT believes that while it is a source of pride that we have higher than ever participation levels in higher education it is also a source of concern that the underfunding of the Sector must inevitably threaten the quality of the education that these students experience.

A lack of political will to find the financial resources necessary to fund our Higher Education Sector adequately will lead inexorably not just to an undermining of standards but also will restrict participation rates including at second-chance and adult education levels.

This ADC therefore calls upon the Minister for Education to fight harder to get his Government colleagues and the Troika to recognise higher education as an investment and to finance it accordingly.

Representation on Governing Bodies

In the light of a review of university governance being undertaken by the Minister for Education and also of the request by the Minister to the IUA to comment on this matter by the end of March 2012, the ADC directs the union to engage with the Minister to ensure that IFUT is centrally involved in this review with the aim, inter alia, of ensuring no dilution of staff representation on governing bodies. This representation was hard won and has proved its worth in the 15 or so years since the Universities Act.

2013

Initial Teacher Education

IFUT notes with concern proposals for amalgamation of ITE Departments and demands full consultation on any implementation of those proposals. This ADC instructs the Executive to oppose any worsening of our members' conditions.

Children of Migrant Workers: Right to Higher Education

This ADC asks the Executive of IFUT to make the following policy known to all relevant authorities and agencies:

Young people who have come to Ireland to join their families here and who are resident here for a minimum of three years should enjoy equality of access to Higher Education here.

2014

Transatlantic Trade and Investment Partnership TTIP

This ADC notes that high-level discussions are proceeding between the European Union and the United States of America with a view to concluding a Transatlantic Trade and Investment Partnership. While we support economic co-operation at international level we wish to declare our deep concern that education might, inadvertently or otherwise, be classified as a commodity and be subject to the terms of a Free Trade Agreement.

We therefore call upon the Irish Government (the Minister for Education and Science, the Tánaiste and Minister for Trade and the Minister for Jobs, Enterprise and Employment) to ensure that no clauses are inserted into any TTIP which would have the effect of limiting public access to education at all levels and/or nor inhibit the State from conducting an education policy for the benefit of all of its citizens and other residents.

Defend the Irish University

This ADC calls upon all IFUT members and all members of the academic community in Ireland and abroad to register their support for the Defend the Irish University Charter for action. (Details of this Charter are available on www.defendtheuniversity.ie)

Competitive Retention

This ADC states that the practice of "Competitive Retention" is one which has the potential to undermine the integrity of promotion systems in all of our universities. Therefore, we call upon all Branches to investigate what procedures are in place in their Colleges with regard to "Competitive Retention" and to ensure that these procedures are not used to undermine the entitlements of IFUT members and academics generally to fair promotion procedures.

Appointment to All Positions in Third-Level Institutions

That appointments to all positions in third-level institutions should be conducted with transparency and probity. These positions should be advertised publicly. Further, selection of candidates, interview procedures and appointments made should conform to best practice at all times.

Privatisation & Casualisation

'That IFUT will continue to campaign and fight against the increasing privatisation of the university sector and the associated increasing casualisation of academic and research work'.

Contracts of Indefinite Duration

'That IFUT will continue its campaign for the protection of precarious members and those on CIDs'.

Temporary Staff

This ADC is concerned by the way that HR departments handle the contracts of temporary staff members, to the detriment of their careers and ability to make long term plans. It recognizes the efforts that branches have made in recruiting and supporting members in this situation and urges them to continue to support those members whose position is the most vulnerable.

2015

Precarious Employment in Higher Education

This ADC notes with extreme concern the alarming growth in the numbers of higher education professional staff who are employed on Fixed-Term and/Part-time Contracts.

We believe that this undermining of the profession is not only financially and psychologically punishing for those directly affected but it is also corrosive of the good standing of the higher education system itself. This arises from, inter alia, the erosion of Academic Freedom, the rapidly diminishing attractiveness of the profession and a weakening of higher education's capacity to provide clear guidance and leadership to the people and society it serves.

We note that there are currently two Expert Working Groups working on this general topic whose reports will be made available in the coming months.

This ADC therefore calls upon the Minister for Education and Skills to make a clear and detailed public pronouncement on this issue before the end of 2015. This should be in the form of a clear declaration of policy and intent with regard to this issue. Such a statement will allow those who work in higher education to see clearly whether any amelioration can be expected or indeed if there is a genuine appreciation of the extent of the crisis.

Rights and Privileges of Workers Who Have Achieved Permanent Status This ADC believes that colleagues who have achieved permanent status through the provision of the Fixed Term Workers Act should be accorded the same rights and privileges as other permanent colleagues with the same duties.

Equality

The ADC notes that in March of this year the European Commission adopted a Recommendation asking Member States to improve pay transparency for women and men in a bid to help close the gender pay gap. The European Commission has estimated that, at the current rate of progress, it would be another 70 years before equal pay is achieved. The gender pay gap in Ireland was 14.4% in 2012. It had risen from 12.6% in 2009.

Member States including Ireland have to report to the European Commission by the end of this year on the actions they have taken on foot of this recommendation.

The ADC therefore calls on the Minister for Education and Skills to make a clear and detailed public statement on this issue before the closing date of end of year.

Equality Act

This ADC joins Union brothers and sisters in the INTO in regarding the exemption of Section 37.1 of the Equality Act as unnecessary and inappropriate. We call on our representatives to remove this provision from the legislation.

Fundamental Research

The OECD has defined fundamental research as 'that undertaken primarily to acquire new knowledge of the underlying foundations of phenomena without regard for a particular application' (OECD, 2002, p. 30) and the history of this type of research has repeatedly shown the contributions made by it to the solution of human problems, the development of society and economic growth.

This conference holds with the widely held view within the academic community that any successful applied research culture stands on the foundation of strong and vibrant fundamental research and calls on the government and its agencies to promote fundamental research in Ireland by means of dedicated funding, attractive career paths for researchers and the active construction of supporting infrastructure and cultures in the institutes of higher education.

2016

Equality

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

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

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

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

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

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

Employment in Higher Education

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

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

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

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

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

At national level the IFUT Executive is requested to campaign on this issue in the media, in cooperation with other unions and like-minded

organizations and by raising the issue with the Dept. of Education, the HEA, the IUA etc.

Funding of Higher Education

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

Joint MIC/UL Arts Degree

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

2017

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.
-

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.

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.

Postdocs are not "Trainees"

That this ADC calls on IFUT to address the postdoc 'trainee' issue and engage with universities to ensure postdocs are recognized 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.

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.

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.

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.

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.

2018

Permanent Academic Posts left Vacant in DCU

This ADC calls upon DCU Management to honour the headcount of permanent staff in all disciplines that joined the university as a result of Incorporation, through consistent and transparent

processes in the replacement of retired and other vacated posts.

Higher Education Funding

Conference notes the extraordinary reduction in public funding of higher education between 2008 and 2016 when:

- State investment in higher education declined by 38%, even as student numbers increased by 34,000.
- Total income per student (incorporating all core income such as public funding and student fees) declined by 22% over a seven year period.

Conference further notes the devastating consequences of this cut in public funding, including a deterioration in the third level staff student ratio from 16:1 to 20:1 between 2009 and 2015 and a severe shortfall in replacement of equipment and facilities.

The HEA report on system performance in 2016 identified 'major sustainability problems facing the sector,' noting that:

- 11 HEIs were in deficit in 2014-15 and at least five were considered vulnerable in terms of short-term financial solvency.
- Irish HEIs provided 25% less physical space per student than international norms.

Conference believes that higher education has been systematically neglected since the early 2000s despite much political rhetoric about the knowledge based economy and that the quality of higher education is being seriously compromised by underfunding. Moreover, valuable resources have been wasted on state sponsored reviews and consultancy reports on various elements of the activity of universities and colleges of education since the Hunt report in 2011, while the core functions of teaching and research have been inadequately resourced.

Conference calls upon the Government:

- prioritise public investment in higher education and implement option one of the Cassells report involving a long-term commitment to public funding
- explore new funding mechanisms such as the ringfencing of a proportion of the tax take from corporation tax for investment in higher education at all levels, as advocated by both employers and trade unions.

Equal Pay for Teachers

That this ADC calls on IFUT to support the "Equal pay for equal work" campaign currently being conducted by members of the teaching profession.

Metricisation of the HE Sector

That 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 academic performance through simple metrics/performance indicators is not allowed to become embedded in the management practices of Irish universities.

Inequalities in expenditure in legal disputes in Irish universities

Irish universities have been criticised in a ruling regarding UL in 2017 for extremely high expenditure on legal fees in disputing cases taken by employees with limited means, without due recognition for the inequality that results. This ADC calls on IFUT to use whatever means are at its disposal, such as Fol, to shed greater light on the extent of the expenditure of Irish universities in recent years in contesting cases brought by members of staff.

Strike on Pensions in Queens University Belfast and other UK Universities

That this ADC calls on IFUT to take action in support of strikes called by the University and College Union (UCU) in Northern Ireland and Great Britain, aimed at protesting proposed changes in their pension system from defined benefits to defined contributions schemes. These changes have a direct impact on wellbeing of many of our colleagues in GB and in the North of this island. If passed, these would set a dangerous and worrying precedent for universities in the Republic of Ireland. Given that many colleagues educated in the Republic also work in the UK higher education, in GB and NI, IFUT members must show solidarity with our UK colleagues, in defence of their, and possibly our pensions. This motion proposes that an open letter of support for their action and against pension changes be sent to UCU presidents in both Northern Ireland universities for distribution to their members. Our colleagues in Northern Ireland universities Queens University, Belfast (QUB) and the Ulster University (UU) have seen a number of unkind steps from their management over the past years, and showing solidarity with their situation would support many of the demoralised colleagues in the sector there. This letter should be published in the principal newspapers of the province, and in the Republic, in order to draw attention to the strike action and to explain why the proposed changes in pensions should not be countenanced under any circumstances in either jurisdiction. Further to this, we should encourage private messages of support to be sent to the union leaders in the province, offering assistance, including financial if necessary, in their struggle to maintain their defined benefits pension scheme.

Precarious Nature of Researcher Careers

That this ADC notes the precarious nature of research careers in Ireland, in particular the use of the pretence that Post-Doctoral Researchers are treated as students to avoid employment law. Conference calls on IFUT to campaign to secure employment rights and a real career framework for Researchers in Ireland.

Researchers

That IFUT produce a statement condemning those Irish Universities that designate postdoctoral researchers as trainees, which de-professionalises their role and is being used to circumvent employment rights like CIDs.

Researchers/Changes to Designation

That IFUT to lobby HEA, University Presidents, and funding bodies for changes to this designation.

Creation of Irish Researcher Career Framework

That IFUT should lobby for the urgent commencement of the process of creating a Irish Researcher Career Framework . The creation of the framework should have all stakeholders participation: Universities, IUA HEA, IFUT, Researchers.

Researchers

Conference notes that postdoctoral researchers continue to be employed on short, fixed-term contracts which, by their very nature, result in precarious working conditions with the added liabilities of insecurity in both professional and personal life. Employment contracts of this nature can continue for over 10 years. These highly qualified public sector employees are continuously burdened with inferior rights and conditions compared to other public sector employees. Their exclusion from consideration in the Cush Report is an additional erosion of rights and indicates a lack of Government empathy with their undesirable situation. This negative employment policy implemented by all HEIs is driven by ongoing Government policy. The Department of Education and the Government need to address these many issues.

Conference further notes that a different employment model successfully works in the Broad Institute of MIT and Harvard in Cambridge, Massachusetts and in many of the top tier research institutes globally. Professional Staff Scientists have a career track and the skill-set & time to develop complex research programs. Since 2011 staff scientists led 36% of all federal grants awarded to the Broad Institute.

Conference calls upon the Government to develop a feasible strategy for postdoctoral research careers which will serve to encourage talented researchers to remain in their career of choice. Currently, many researchers ultimately change career to work in a non-research environment or emigrate which squanders the funding required to train the researchers and deprives Ireland of the expertise which they had developed.

Conference further notes with concern the recently proposed SFI Centres for Research Training (CRT). As the Government has not undertaken any longitudinal studies of researchers' career trajectories post-PhD, we are very concerned that this drive to generate more PhD qualified researchers will exacerbate the current precarious employment conditions.

Conference calls for a well-considered and attractive career structure for current and future researchers post-PhD. If the Government really wants to create an Innovation Economy they need to consider the researchers working on the breakthroughs of the future – the postdoctoral employees.

Teaching Fellows

Conference notes the increasing number of term-time academic staff employed as Teaching Fellows on a part-time or full-time basis.

Conference calls for further investigation and gathering of data by IFUT in relation to the three-month lay-off period of the summer time during which these employees may still be asked to perform administrative and academic tasks (such as student duties and/or research and planning in preparation for the new academic year), without receiving any formal compensation.

Appointments to University/College Committees

That this ADC calls on IFUT to engage with universities to determine how internal appointments to University/College committees (both for ordinary membership and in particular for the roles of Chair or other officer positions) are made. This action aims to measure how open and transparent such processes are and provide a forum for encouraging universities to ensure that all such appointments are made in an equitable fashion.

2019

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.

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.

IFUT Membership of Eurodoc

Conference notes that on April 3rd 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.

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

2. REMUNERATION

1975

Salary Scales of Junior University Staff

That IFUT give immediate consideration to rectifying the inequalities which exist between the salary scales of Junior university staff and those paid to the staff of other third-level institutions.

1980

Restructuring Claim Colleges of Education

This Federation deplors the failure of the Department of Education to make a positive and prompt response to the restructuring claim lodged on behalf of staff employed in Colleges of Education. It considers this failure to be inconsistent with the Taoiseach's commitment to the desirability of improved industrial relations and pledges full support to the demands of College staff for an urgent and equitable response to their claim.

1984

Pay Round and Relativities

Conference calls upon the Council and Executive of IFUT to maintain close liaison with other unions in the Public Services Committee of Congress in order to ensure a reasonable 24th Pay Round for members and the maintenance of well-established relativities otherwise.

1985

Public Sector Pay

Annual Conference instructs the Council and Executive to seek a 25th (General Pay) Round for members and settlements of special claims in consultation with the Public Services Committee of ICTU.

1986

Pay Parity for College & Statutory Lecturers

IFUT calls on the Executive to consider whether a claim should be submitted to the Labour Court for parity of salaries between College Lecturers and Statutory Lecturers.

1997

Remunerative System of Librarians & Career Progression

That the incoming Council gives priority to the elimination of the discriminatory remunerative system whereby professional librarians in Irish universities are trapped within narrow structures, and further seeks means of career progression comparable to their academic colleagues.

1998

UCC College Lecturer Max

The Annual Delegate Conference of IFUT notes with anger that the maximum point on the salary scale for College Lecturers at UCC is still substantially lower than in the other Universities despite a claim in this case dating back to 1991, and despite a favourable Labour Court Recommendation in 1996. This Annual Delegate Conference strongly supports the imposition of sanctions by ASA members at UCC in support of this claim, and calls on the Minister for Education and Science, and on the HEA, to take whatever action is required to remove this inequity immediately.

1999

Temporary Full-time Academic Staff & Remuneration

This Annual Delegate Conference calls on IFUT to negotiate, as a matter of urgency, with NUI, Cork, and other universities and colleges as appropriate, to ensure that those existing temporary full-time academic staff, who are currently remunerated at a rate below the lowest point on the lowest standard academic scale, are placed on a point within that scale, and furthermore, to ensure that all future appointees to temporary full-time academic posts are remunerated at a level on the standard academic scales.

2003

APSCEH Grading Claim

That this ADC of IFUT reaffirms the urgency of introducing a proper career structure into the Colleges of Education and Humanities.

2004

Benchmarking

That this ADC of IFUT resolves not to co-operate with any new benchmarking process unless Council is satisfied that equitable standards of transparency are guaranteed as part of such process.

2006

'Sustaining Progress'

That this IFUT ADC strongly deplors the failure of the management of Mary Immaculate College Limerick to ensure that the pay increases due to staff under 'Sustaining Progress' have been delivered pursuant to Labour Court Recommendation No. 18067.

2007

National Wage Agreements & Aggregate Vote of All Unions in ICTU

This ADC asks the Executive to inform the ICTU that in any future national wage agreement negotiations, conditions of service of IFUT members should not be subject to an aggregate vote of all ICTU unions. We ask Congress to respect our view that IFUT members alone should Vote and decide on their own conditions of service.

2008

Pay of Researchers

This ADC resolves that IFUT shall endeavour to ensure that all Researchers are paid according to incremental salary scales and are afforded due and proper increases under National Pay Agreements. It is further resolved that Researchers be included in IFUT submissions to any National Pay Talks.

Post Benchmarking/T2016 Mark 2 Pay Talks Strategy

This ADC notes with great disappointment the failure the Benchmarking Report to recommend any pay increase to academics despite the provision by IFUT of a submission setting out a very impressive case based on productivity and relativities.

The ADC confirms that IFUT members are not prepared to continue giving productivity concessions which are not paid for.

Therefore, we assert that our strategy in the forthcoming T2016 Pay Negotiations will be based on the following principles:

- (a) We will insist on the right to sectoral level productivity bargaining.
- (b) If this is not conceded we will campaign vigorously against any National Pay Agreement.
- (c) If such an Agreement is put in place despite our campaign, we reserve the right to take unilateral action in defence of our members' interests.

Delays in Payments of National Pay Awards

IFUT demands that National Pay Awards are promptly implemented and not unduly delayed by intermediate bodies such as the HEA.

Discrepancies Arising from Benchmarking

IFUT deplors the large discrepancy that has arisen in Lecturer scales with respect to Professorial and other scales as a result of Benchmarking and calls on IFUT to seriously address this issue.

Pensioners & Future Pay Increases

This ADC resolves that IFUT will endeavour to ensure that any future pay increases that may be awarded under National Pay Agreements will continue to be paid to pensioners. IFUT rejects the notion that pay increases that are subject to increased productivity on the part of current workers in the HE sector are not applicable to pensioners due to the fact that they are retired from the workforce.

2010

“Croke Park Proposals”

This ADC notes and endorses the decision of the IFUT Executive, arrived at at its meeting of Wednesday 14 April 2010 to put the “Croke Park Proposals” out to ballot by all IFUT members with a recommendation for rejection.

This ADC resolves to respect the wishes of the members as will be expressed in this ballot.

The ADC further resolves that any resolutions regarding threatened industrial action should only be put to members if/when it is clear what it is that they will be responding to by such a threat.

Pay & Conditions of Public Sector Workers

This ADC condemns the use of ‘public interest’ legislation by the government to diminish the pay and conditions of public sector workers, leading to a circumstance in which people now enjoy rights only as long as the State chooses to permit such rights to exist; a position which is not a hallmark of a democratic society. This ADC calls upon IFUT to use its influence among our fellow unions and the ICTU to develop a coherent and effective opposition to such legislation, including constitutional challenge.

2011

‘Croke Park’ Agreement

This ADC notes that IFUT has democratically rejected the ‘Croke Park’ Agreement and there appears to be a campaign in the media to reverse this decision. This ADC affirms that IFUT remains opposed to the ‘Croke Park’ Agreement.

We believe that the primary motivation of IFUT members in rejecting ‘Croke Park’ was its potential to commit us to unspecified and unlimited changes to our conditions of employment.

For that reason this ADC expresses support for the decision of the IFUT Executive (later endorsed by IFUT Council) to engage in discussions with the Management side to make the terms of ‘Croke Park’ as explicit and clear as possible and to seek the removal of its most objectionable aspects.

When these talks are finalised and when the Executive believes we have secured all of the favourable amendments possible, this ADC will support a decision to leave the final verdict on the Agreement to IFUT members in a secret ballot vote.

2012

Breach of 'Croke Park' Agreement

This ADC notes that TCD has enforced compulsory redundancies against three members of IFUT. This constitutes a very major rowing back on the Government's commitment against such redundancies in return for which IFUT members have given significant productivity and other concessions under the Public Service Agreement.

We note that this issue is now with the Labour Court for adjudication. We compliment the General Secretary and the IFUT Executive for their handling of this issue to date.

This ADC mandates the Executive and the General Secretary to continue to take whatever steps are necessary to ensure that the promises given to us under the 'Croke Park' Agreement are honoured.

If the Labour Court process does not deliver an acceptable solution to this issue we mandate the Executive to engage in a widespread consultation process to decide if members should be balloted on the question of remaining within the 'Croke Park' Agreement.

2013

Croke Park Agreement

In proposing the Emergency Motion Joe Brady UCD said that in effect he wished to make a modest proposal. This would be a mere statement of where we are actually at. There were four points to be stated.

1. The so called Croke Park Extension Deal is dead. It was never fair and never any good and not it is dead. To negotiate implies to enter into discussion, however this was not discussion this was a mugging. Could the deal be clarified to our satisfaction? Could it be tweaked? No! However there is nothing to stop us doing better deals in the future.

2. We keep our side of side of the bargains. We signed up to Croke Park, reluctantly but we did. If you do a deal you stick to it. Everything we gave by way of concessions has been taken.

3. We are a resourceful union. This is not just a question of money. We will fight any intent to impose upon us an agreement that we do not

accept. To precise tactics and strategy to be used will be for our Executive to decide.

4. There appears to be an idea that the Government only needs to satisfy a few unions and that the rest will be affected and will have no choice than to fall in line. This is equivalent to saying that might is right.

The Tyndall National Institute Pay Claim

This ADC fully supports our members in the Tyndall National Institute in their campaign to achieve pay parity with their fellow members in UCC for doing similar and equal work. IFUT expresses its anger at veiled, despicable threats from UCC management to discipline our fellow members for their ongoing efforts to highlight their continued inequitable treatment by management in relation to pay. We demand that UCC respects out Tyndall members' legislative rights to engage in industrial action to highlight their grievances.

ADC on UCC, the HEA, the Department of Education and Science and the Department of Public Expenditure and Reform to end this unjust treatment of our members without delay.

IFUT expresses its solidarity with our SIPTU Tyndall Colleagues whom similar to our members are also subject to this pay inequity and we will continue to support our joint campaign to achieve pay parity for all affected workers in the Tyndall National Institute.

2014

Redundancy Payments

This ADC notes that a Labour Court Recommendation of 24th February 2014 overturned the long-standing interpretation held by NUI Galway that 'existing exit mechanisms' covered not only the fact of the redundancy but also the amount of money to be paid on redundancy. NUI Galway had long argued that their existing practice was to pay the statutory redundancy pay only, and that they were therefore not bound by norms agreed in the Public Sector Agreement. This argument was rejected by the Labour Court, who recommended that in future the Education Sector norm of three weeks' pay per year of service in addition to the statutory redundancy amount should apply.

This ADC commends those former employees of NUI Galway who have persevered in bringing claims, in the face of numerous delaying tactics by NUI Galway. It notes that other former employees of NUI Galway are still seeking to assert these rights, in the face of the same delaying tactics. It therefore mandates the General Secretary to write to the HR Department in NUI Galway, seeking that future claims be conceded without delay.

Associate Professors, NUIG

This ADC notes that a Labour Court Recommendation of 19th June 2013 found that NUI Galway had not been justified in withdrawing an adjustment to the salary of Associate Professors and in seeking reimbursement of supposed overpayment of salary amounting to up to €15,000 per employee on that grade. The Labour Court recommended that the salary be restored to its previous level, with effect from the date of the recommendation. This ADC notes that this restoration has not taken place.

NUI Galway argues that the restoration must be approved by the Department of Education. We note that the matter was raised in October 2013 by the IFUT Executive, when they met with the Minister for Education, and that the Minister undertook to investigate the situation. This ADC would like to thank the Executive for raising this issue.

We mandate the General Secretary to make renewed contact with the Minister on this matter and to point out that nearly a year has passed since this recommendation was made. We would like him to underline that the patience of members affected cannot be relied upon indefinitely.

Pension Levy

'That IFUT will request of the ICTU that it press for the setting of a date for the removal of the Public Sector Pension Levy'.

2015

Restoration following Austerity

This ADC notes that every single Public Sector employee without exception suffered pay cuts and income levies which were uniquely targeted at them simply because they work for the public good.

In the Private Sector most employees had to endure pay freezes but only a minority had pay cuts imposed upon them. Although the plight of those who actually lost their jobs or lived in fear of doing so cannot be ignored, nevertheless it is a fact that only in the Public Sector were 100% of employees forced to pay for the greed and recklessness of those who destroyed Ireland's economy.

In preparation for the "Restoration Talks" scheduled to commence shortly IFUT declares that:

- The abolition of the so-called "Pension Levy" (which had absolutely nothing to do with pensions but was, in fact, designed for the sole purpose of penalising Public Sector employees exclusively) must be our first priority.

- All outstanding unpaid awards arising from Labour Court Recommendations and Pay Reviews must be honoured and implemented.

The agreement with the Government should be of no more than 2 years' duration so that Public Sector employees can negotiate further redress in an appropriate and timely timeframe.

Pension Levy

This AGM affirms that the 'Pension Levy' is, and always has been, an unfair imposition on Public Sector workers who were not responsible for an economic collapse caused by unchecked private financial speculation and governmental abdication of responsibility for the regulation of banking. It calls upon IFUT and ICTU to press for the removal of this levy to be given priority as the promised "unwinding" of the emergency legislation that imposed it proceeds.

2016

Harmonisation of Pay Scales

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

Restoration of Pay Cuts

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

FEMPI Legislation

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

2017

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.

2019

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.

3. CONDITIONS OF EMPLOYMENT

1976

Teaching Skills of Academic Staff

That this AGM notes that the universities have an important responsibility to provide for the development of the teaching skills of their academic staff – in particular for staff on probation and staff without tenure. The AGM therefore instructs Council to make strong representations to the universities so as to ensure that they recognise and properly discharge this responsibility.

Veterinary Staff in TCD & UCD

This Annual General Meeting of the Irish Federation of University Teachers recalls the insistence of IFUT Council that in any transfer of veterinary staff between TCD and UCD there must be strong guarantees to the members concerned; it further recalls the agreement of the Minister for Agriculture that the employment prospects of the staff of both faculties should not be disimproved as a result of the merger, and asserts that the report of the Chairman of the Tripartite Committee for Unification of the Veterinary Medicine Faculties of TCD and UCD does not provide adequate guarantees, safeguards or information regarding the employment to be offered in UCD to the TCD veterinary staff.

This Annual General Meeting accepts that the Report of the Chairman of the Tripartite Committee does not provide an adequate basis upon which TCD veterinary staff can decide whether or not they can accept employment in UCD, rejects November 19th as the deadline by which offers must be accepted, and instructs IFUT Council and Executive Committee to seek immediate negotiations with present and possible future employers of the staff concerned, and to continue to use all possible means to protect the interests of the members of the Federation.

1978

Academic Freedom

That the incoming Council proceed, as a matter of urgency, to negotiate an agreed statement on academic freedom with the NUI and TCD.

1979

Ruling of Supreme Court in Maynooth Dispute

The Annual General Meeting of the Irish Federation of University Teachers notes the ruling of the Supreme Court in the Maynooth dispute:

It reaffirms its support for the two members dismissed from Maynooth and for the actions taken by the Federation in support of their claim.

It expresses its alarm at the implications of the Judgement – which defines Maynooth primarily and essentially a seminary – for academic tenure and conditions of employment for all staff, regardless of status, at St Patrick's College, Maynooth.

It views with disquiet the priority given in the interpretation of the Constitution and of the Statutes of the College, to institutional rules and regulations over individual liberty, especially in relation to freedom of speech and research.

It believes that the Judgement has serious implications for the status of Maynooth as an academic institution claiming to be a University institution. It draws attention to the urgent need for an initiative on the part of the Government – which provides the major part of the finances of the College – to establish the College as a University institution and to ensure for the staff of Maynooth a contractual position similar to that obtaining in other University institutions.

It instructs the Officers of the Federation to seek an urgent meeting with the Minister for Education in order to discuss the implications of this Judgement.

1980

Discrimination in relation to Sexual Orientation

This Annual General Meeting pledges itself to resist any attempt to discriminate against its members in their employment on the basis of their sexual orientation.

1981

Homosexuality

That this Annual Conference requests the Executive to transmit the resolution on job discrimination on the basis of sexual orientation adopted at last year's meeting to the Annual Conference of the Irish Congress of Trade Unions.

1982

Book of Estimates & Fee Remission

IFUT deplores the Government's discriminatory attack upon the conditions of employment of its members by proposing in its Book of Estimates to deprive them of an inexpensive and long-established financial arrangement (i.e. fee remission for children of staff).

Quite apart from the intimidating attack upon the undisputed rights of its members, which, if successful, would pose a threat to the established rights of other workers, IFUT views with the gravest concern the serious encroachment upon the statutory requirements governing the financing through block grant of Higher Education institutions.

IFUT will resolutely resist with all the resources at its disposal this unwarranted and arbitrary attack upon the rights and interests of its members and on the rightful autonomy of their institutions.

Collective Agreements

The Conference deplores the recent attempt by the Government unilaterally to break a collective agreement freely entered into and calls for proper and genuine negotiations with the trade union movement, including the Federation, to secure realistic improvements in pay and conditions of employment.

1984

Cutbacks and Employment Conditions

This ADC urges IFUT Council to keep under constant review any affects which the cutbacks in the Universities and College have had on members individual conditions of employment and report thereon accordingly.

Health and Safety at Work

That this ADC, concerned about the dearth of legislation covering health and safety at work in the institutions it represents and the responsibility of IFUT members for the health and safety of students, calls upon IFUT Council to seek ways and means, as a matter of urgency:-

(1) to promote the training of all workers and students in the Universities and Colleges in all aspects of health and safety in the workplace;

(2) to call upon the Government to accept the findings of the 'Report of the Commission of Inquiry on Safety, Health and Welfare at Work' chaired by Mr Justice Barrington and to urge ICTU to support IFUT in this call;

(3) to express serious concern to governing bodies and to the HEA about the lack of resources available to provide even basic health and safety standards in our workplaces.

Women's Issues

That IFUT should actively pursue the problems related to women at work in third-level teaching by setting up a Women's Committee to deal with issues such as discrimination against women, promotion of women, child care facilities, women's pension rights, discriminatory interviewing practices, equal opportunity in education, women's studies programmes, etc.

1985

Career Patterns

Conference calls on the Executive to continue their efforts to improve the career prospects of academic staff.

Expenses & Tax Allowability

Conference urges that the question of academics' expenses and tax allowability be pursued as a matter of importance.

Fees Remission

Conference deplores the decision of the Government to try and deny the entitlement to fees remission to new members of staff and to modify it in respect of others in the universities. It regards the move as discriminatory and instructs the incoming Council and Executive to resist it with all means as it disposal.

Léachtóirí Cúnta sna Coláistí Oideachais

Gur údar míshasaimh don Chomhdháil Bhliantúil teachtaí de Chónaidhm Éireannach na Múinteoirí Ollsciole ceapadh daoine mar Léachtóirí Cúnta sna Coláistí Oideachais gan deis ardú céime a bheith cu go dtí grád an Léachtóra; go n-iarrann an C.B.T. ar an Aire Oideachais na deiseanna cuí a sholáthair a cheadódh ceapadh agus ardú céime tré bhealaigh a bheadh réitithe roimh ré.

(Assisant Lecturers in Colleges of Education)

It is a major cause of dissatisfaction for the Annual Delegate Conference of the Irish Federation of University Teachers that people are appointed as Assistant Lecturers in the Colleges of Education without the opportunity of proceeding to the grade of Lecturer and the ADC calls on the Minister for Education to make such opportunities available through the implementation of agreed appointment and promotion procedures.)

Part-time Employees

The ADC requests Council to press for the implementation in the Universities and Colleges of Education of the draft EEC Directive on part-time employees.

1986

Academic Freedom & ICSU Guidelines

The Irish Federation of University Teachers reaffirms its objective of promoting academic freedom and, in furtherance of that objective, endorses the guidelines of the International Council of Scientific Unions which require that bona fide scientists should not be excluded from participating in international scientific meetings because of race, religion, political philosophy, ethnic origin, citizenship, language or sex.

Carysfort Situation

That this ADC notes with approval the handling of the Carysfort situation by IFUT Officers following the Ministerial decision to withdraw grants for primary teacher training from the college; it pledges its full support in seeking the implementation of the assurances given to the Dáil by the Minister for Education concerning the future of the Carysfort College.

Code of Practice re. Appointments

This ADC asks the incoming Council to draw up a code of practice governing academic and academically related appointments and asks IFUT Branches to monitor the manner in which academic and academically related appointments are made in the light of this code.

College/Statutory Lecturer Distinction

IFUT calls on the Senate of the NUI to abolish the distinction between College Lecturer and Statutory Lecturer.

Staff Representation

IFUT calls for much wider representation of staff on the governing structures of the NUI Colleges and Senate.

Women Academics

That IFUT seeks the implementation of the recommendation of the HEA Report on Women Academics in Ireland 1987, in particular recommendation no. 2 that a programme for positive action in third-level institutions should be drawn up and publicised.

1989

College Lecturers as University Lecturers

IFUT calls on the Senate of the National University of Ireland to recognise, without further delay, College Lecturers in its Constituent Colleges as Lecturers of the University.

Part-time Staffing in Universities

While taking into account the complexity of the issue, ADC opposes the increasing reliance on part-time or temporary staff to fulfil fundamental teaching functions in our Universities and asks incoming Council to investigate the situation in detail and to take the matter up with the Universities and with the Minister for Education.

Staff Nomenclature

The title for full-time, permanent members of the academic staff should be Professor.

1990

Future of Colleges of Education

IFUT calls on the Minister for Education to make no decisions on the future role of the Colleges of Education without first seeking the views of staff by consultation with IFUT.

Junior Staff Conditions

This meeting calls on IFUT to engage in appropriate research, and take effective action, in order to ensure that junior and newly-appointed staff do not face a gradual deterioration in their conditions of employment.

Promotional Opportunities

IFUT calls on the HEA to recognise the inadequacy of promotional opportunities for university staff and the consequent excessive competition for promotion and to make funds available to create more promotional posts.

1992

Colleges of Education & New Universities

IFUT strongly recommends that members in Colleges of Education not participate in the teaching of new courses until negotiations regarding their status and conditions of work have been satisfactorily concluded.

Part-time & Temporary Staff

IFUT deplores the increasing trend in all third-level institutions to replace tenured academic staff by temporary, part-time and contract appointments.

1993

Gender Equity

IFUT endorses the proposals in the Green Paper on Education to promote gender equity throughout the Irish educational system.

Restructuring of NUI & St Patrick's, Maynooth

This ADC of the Irish Federation of University Teachers supports the demands of Council that, in restructuring the NUI, an acceptable governing structure for University College Cork, University College Dublin, University College Galway and that part of St Patrick's, Maynooth, which is to become part of the NUI must be in place at the time of its being granted independence within the NUI.

Short-term Contracts

IFUT views with concern the increase in the number of staff being appointed on short-term contracts to the universities, and urges staff to insist on the essential nature of the academic community as consisting of full-time, tenured staff.

1994

Contract Appointments

IFUT is seriously concerned at the rapidly increasing numbers of staff employed on a short-term contract basis. IFUT asserts that such employments are inequitable and exploitative of the individuals concerned, leading to insecurity and work overload; that they are detrimental to long-term planning within the institutions themselves; that they undermine the status and conditions of permanent staff and lead to the imposition of increased administrative and pastoral responsibilities; that they are inimical to the concept of academic freedom.

This ADC calls on the Executive, as a matter of urgency, to:

- (a) oppose the policy of increasing Contract Appointments,
- (b) devise policy guidelines covering the appointment, terms and conditions, re-appointment and making permanent of Contract Staff.

Length of Service

In view of the excessive demands currently made of university teachers in terms of hours of work, poor staff/students ratios, overcrowding and poor facilities for teaching and research, and in view of the increasing demands that will be made, and stress created, as a consequence of an expanding and varied student body and a rapidly changing pattern of work and work organisation, this ADC calls for the expected length of service to be reduced from forty to thirty years, allowing for the possibility of retiring on a full pension after thirty years' service for those who wish to do so.

Part-time Teaching Staff

That the ADC ask Council to consider the tendency within universities and colleges to rely increasingly on part-time teaching staff and, in the light of its consideration, to prepare a position paper on the matter.

Short-term Contracts

That this ADC ask the Executive Committee of the Federation to enquire into the extent of the use by the universities of short-term contract appointments and to take action to halt the extension of this practice which is having a major effect on the welfare of the academic community.

1995

Casualisation of Teaching Posts

IFUT condemns the casualisation of teaching posts in third-level education through the increasing use of part-time and short-term

contract staff. It asks that the third-level colleges should stop this practice which is unjust both to the highly qualified staff who are victimised by it and to the students they teach.

Gender Equality

Noting the proposals in relation to gender equality which are included in the White Paper, IFUT deplores their vagueness. We therefore call upon the HEA to outline specific proposals, separately from the institutions concerned, and to provide adequate financial support for their implementation.

Quality Improvement

While noting that proper consultation between local associations in various colleges may have occurred or may occur, IFUT nonetheless notes the presentation to Academic Council in Trinity College, Dublin, on Wednesday 17 May of a document entitled '*CHIU Registrar' Committee Draft Proposal for a Process of Quality Improvement and of Quality Assurance for the Irish Universities*'; noting the repeated failure of CHIU to respond to IFUT's demands for inclusion in the discussion of Quality Assurance mechanisms and further noting the recommendations in regard to the absolute necessity of union involvement from the earliest stage in the report of the ETUCE Colloquium on Quality Assurance, this ADC condemns the actions of CHIU and resolves on a policy of non co-operation with any mechanisms introduced until there has been full discussion and agreement with the union.

Staff Student Ratios

IFUT, noting that the Interim Report of the Technical Working Group of the HEA's Steering Committee on the Future Development of Higher Education, proposes an enormous expansion of numbers at third-level on the basis of an existing Staff-Student ratio of 22:1 in the universities, and that neither the Steering Committee nor the TWG, despite the written intervention of IFUT, has undertaken any study, or consideration of Staffing needs in the course of their deliberations, calls upon the Executive to make an immediate case for the reduction Staff/Student ratios to 14:1 and, failing that, to develop a policy on non-co-operation with the proposed expansion.

Teaching Skills & Third-level Staff

This ADC notes with approval the Government's proposal to establish a comprehensive programme for the development of teaching skills for third-level staff. The ADC calls upon the Government to ensure that adequate funding is made available for this purpose and demands that

IFUT be properly consulted and involved on matters related to the professional development of academic staff in Third-Level Colleges.

1996

Casualisation of Teaching Posts

IFUT condemns the growing casualisation of teaching posts in third-level education through the increasing use of part-time and short-term contract staff in universities and colleges.

Permanent Positions

IFUT condemns the failure of the university authorities to provide adequate permanent positions with appropriate career structures for teachers and academic support staff at third-level.

Quality Assessment

That IFUT will resist all attempts to impose upon its members models of quality assessment other than those agreed to by proper negotiation.

1997

Casualisation of Third-level Teaching

IFUT deplors the casualisation of third-level teaching. However, given the increase in short-term contracts and part-time teaching staff in higher education and IFUT's need to attract membership from that particular constituency, the ADC calls upon the IFUT Executive to ensure as a matter of urgency that the concerns of short-term contract and part-time teaching staff are prioritised.

Fixed-Term, Short-Term & Temporary Contracts for Teaching and Other Academic Staff

IFUT ADC hereby condemns the continued reliance by many universities and other HEA-funded institutions on fixed-term, short-term and temporary contracts for teaching and other academic staff, and calls on the IFUT Executive, on behalf of IFUT, to notify all the universities and other institutions of the passing of this motion, and to inform them that IFUT intends to campaign against this short-sighted and unnecessary employment practice.

Three-Year Fixed-Term Contracts & Further Fixed-Term Contracts

IFUT ADC further condemns the practice adopted by Trinity College Dublin of refusing to allow teaching staff on three-year fixed-term contracts to apply for further fixed-term contract positions which arise, and calls on TCD to discontinue this practice in the interests of good industrial relations.

1998

College Lecturers in NUI System

This ADC calls on IFUT to set up a committee to consider and report on the anomalous position of the post of College Lecturer within the NUI system.

Promotional Opportunity for Redeployed Carysfort Staff

We condemn the injustice of the Department of Education's continuing denial of access to promotional opportunity for redeployed Carysfort staff in the universities and we call for immediate restoration of these rights.

1999

Ex-Carysfort Staff Problems

Conference notes the recent efforts by various bodies to resolve the long-standing problems arising from the closure of Carysfort College and the subsequent redeployment of its staff. It calls on IFUT to ensure that these efforts are brought to a prompt and just resolution.

Librarians & Expenses Tax Allowance

This Annual Delegate Conference calls on IFUT to negotiate, on behalf of professional librarians employed in university libraries, with the Revenue Commissioners an expenses tax allowance, similar to that available to academic staff and other professionals, employed in the educational sector.

Contracts to Temporary Staff in NUI Universities

This Annual Delegate Conference calls on IFUT to undertake a legal review of contracts issued to temporary staff in NUI and other universities and colleges in order to examine their compliance with labour law and to clarify the legal rights of members who have three or more years unbroken temporary full-time service.

Freedom of Information Act

In the light of the decision of IFUT Council to seek the extension of the Freedom of Information Act to the University sector, this ADC calls on the union to ensure that considerations of confidentiality, pastoral care and academic freedom must be fully safeguarded in the application of the Act to the work done by academic staff. Furthermore, IFUT calls on University authorities to provide the administrative support necessary to enable staff to comply with the provisions of the Act.

Tenure and Academic Freedom

In the light of the requirement under the Universities Act for College authorities to draft a

statute dealing with suspension or dismissal of its employees [Section 25(6)], Conference calls on IFUT to employ all the resources at its disposal to ensure that tenure and academic freedom are safeguarded in any such statute.

2000

Temporary Staff

This ADC calls on the Council of IFUT to ensure that the Working Group on Temporary Staff delivers a progress report on its work at an early date and proceeds to complete its deliberations with the urgency, which the matter deserves.

Career Structures in Colleges of Education

This ADC calls on the Minister for Education and the HEA to sanction an equitable career structure in the Colleges of Education.

Compensation for Seconded Carysfort Staff

That the conference supports all efforts to secure compensation for seconded Carysfort staff who have been debarred from promotional opportunities within the career structures of both their notional institution, Carysfort College, and their receiving institutions. These members have been denied equality of treatment despite carrying out duties identical to those of other colleagues and have suffered demoralisation, de-motivation and frustration in their normal career aspirations and professional development over one-third of their working lives.

Implementation of Agreement on the Integration of Seconded Carysfort Staff in Their Host Institutions

Conference condemns the failure of the Department of Education and Science to implement the agreement reached last November between IFUT and Minister Mícheál Martin on the integration of all seconded Carysfort staff in their host institutions.

Pension Rights of Royal Irish Academy Employees

IFUT deplores the lack of priority accorded by the administration of the Royal Irish Academy to the vindication of the pension rights of Academy employees.

2001

Early Voluntary Retirement

Eilíonn an Cruinniú Bliantúil Teachtaí seo go gceadófaí scor luath deonach ar lán phinsean dóibh siúd a bhíil seirbhís 30 bliain tugtha acu agus a bhíil 55 bliain slánaithe acu.

This Annual Delegate Conference demands that early voluntary retirement on full pension be allowed to those who have given 30

years' service and who have reached the age of 55.

Part-Time Teaching in Third-Level

This Annual Delegate Conference requests IFUT to ascertain the number of people teaching part-time in third-level institutions with a view to examining their terms and conditions of work.

Option on Retirement

That IFUT ensures that university teachers have the option to retire on full pension after 35 years public service.

2002

Pension Provision for Contract Staff

IFUT is concerned about the failure of the third-level sector colleges to make pension provision for contract staff and calls on management to rectify the situation in line with pension rights of permanent staff.

2004

University Career Structure in Colleges of Education

IFUT calls upon the HEA/DES to establish a university career structure within the Colleges of Education and Humanities as a matter of urgency.

HETAC & Freedom of Information Act

IFUT calls for the inclusion of HETAC within the workings of the Freedom of Information Act (1998).

2005

Alteration of Academic Careers

This ADC views with concern the attempts by the management of Irish Universities to alter the nature of the academic career and calls on IFUT to take all appropriate measures to protect members' rights.

2006

Academic Promotional Opportunities

That this IFUT ADC strongly deplores the failure of the management of Mary Immaculate College Limerick to put in place an equitable and progressive system of academic promotional opportunities.

Career Advancement for Employees of RIA

IFUT deplores the absence of any defined structure of career advancement for employees of the Royal Irish Academy, and calls upon those responsible to rectify this anomaly forthwith.

Income Tax Credit re. Irish Research and Development

This ADC instructs the General Secretary to enter negotiations with the Department of Finance and the HEA to secure a new annual income tax credit for IFUT members in recognition of their immense contribution to Irish research and development.

2007

Staff on Fixed-Term Contracts

This Annual Delegate Conference declares that the employment by Colleges of large numbers of researchers and other staff on fixed-term contracts is unacceptable to IFUT for two reasons.

Firstly, such contracts are an ongoing source of insecurity for those who work under them, while being used to deny to many of these employees rights and benefits which IFUT has won for permanent employees over many years.

Secondly, we recognise that the proliferation of large numbers of less favourable contracts poses an inevitable – if unspoken – threat to the standards and conditions of pay and employment of all existing staff.

IFUT therefore commits itself to a vigorous campaign of organising into our union as many as possible of eligible employees on such contracts. The primary purpose of bringing them into our ranks being to work and campaign with these new members to secure decent, secure, non-discriminatory contracts of employment, and thus giving them equality of treatment and removing a significant threat to existing agreed standards.

2008

Pensions & Contract Researchers

This ADC resolves that it shall be the policy of IFUT that the deplorable situation whereby pensions have not been paid to Contract Researchers (in contravention of the EU Directive on Fixed-Term Work and the 2003 Act) should be immediately rectified without further delay by the IUA, the HEA and the Department of Finance and that full retrospection should be paid. The ADC also resolves that pension tax credits lost to Researchers due to delays from the above public bodies should be restored to them under Dáil legislation.

Contract Researchers – Funding for Replacement Personnel

This ADC resolves that it shall be IFUT policy to seek that funding be made available to provide replacement personnel or contract extension for Contract Researchers on maternity leave/adoptive/parental leave.

Compliance with National Labour Law

This ADC resolves that IFUT should seek agreement in the National Pay Talks that grant funding bodies such as SFI and IRCSET be obligated to ensure that public bodies administering salaries are in compliance with national labour law, in particular the Protection of Worker Fixed-Term Act and the Protection of Worker Part-Time Act, the Redundancy Acts and the Maternity Pay Acts.

Changes to University Statutes

IFUT is requested to closely monitor changes proposed by the Universities to statutes relating to Departments and individual Lecturers and Professors, and to exercise due vigilance that existing rights are not eroded.

Promotion to Career Grades such as Senior Lecturer

That this ADC demands that promotion to career grades such as Senior Lecturer should be based on the objective evaluation of the candidate's record against clear benchmarks, without reference to annual quotas, and without competition between candidates, or ranking of the candidates.

Career Breaks, Job Sharing, Unpaid Leave etc

This ADC resolves that IFUT will endeavour to ensure that all academics are afforded an opportunity to avail of career breaks, job sharing, unpaid leave of absence and other flexi-time working arrangements in their places of employment so as to support academic staff in reconciling work and family life.

2009

Non-Renewal of Temporary Teaching Staff Contracts

This ADC strongly condemns the practice of the non-renewal of temporary contracts of much needed teaching staff in the universities while the recruitment of non-essential senior administrative and VP posts at overinflated salaries remain open. This ADC demands that in the face of economic difficulties, the suspension of increments, the freeze on crossing the bar and the loss of badly needed teaching hours that the HEA immediately sanction the reduction/freezing of salaries of those individuals who are massively above agreed scales.

The Pension Levy

This ADC notes with grave concern the introduction of a 'pension levy', ostensibly to restore the current imbalance in the national finances. We consider the 'pension levy' to be an unfair imposition on public sector workers who

were not responsible for the current crisis. The introduction of the levy will in effect impose a pay cut on public sector workers for the foreseeable future. The impact of the levy upon younger and lower paid workers will be particularly harsh.

This ADC notes that the members of IFUT in a secret ballot have already voted by a large majority to approve of the taking of industrial action.

The ADC affirms that any work stoppage to be taken in pursuit of this mandate shall be in co-operation with stoppages sanctioned by the ICTU and by our colleagues in the other three teacher unions.

The ADC also recognises that industrial action, including work to rule and non-cooperation, may also be taken by IFUT as a means of securing our employers' compliance with current agreements.

Fees and Charges for Professional Work

The ADC instructs the IFUT Executive to establish a schedule of appropriate fees and charges to be payable to all members for professional work undertaken for third-level institutions.

Taxation of Pension Lump Sums

This ADC strongly opposes the suggestion that Pension Lump Sums should be taxed and calls upon ICTU to resist any attempt to do so to the maximum degree possible.

2010

Damage to Careers of Female Lecturing & Research Staff

This ADC strongly rejects the continuing policy of non replacement of staff on maternity leave, adoptive leave and sick leave as well as the retraction of SFI's eligible leave supplement for same. We call strongly for the government to recognise the serious damage being done predominantly to the careers of female lecturing and research staff.

Substitute Cover for Maternity Leave

ADC demands that the substitute cover for maternity leave is made statutory for the Irish university sector thus allowing women participate on an equal basis as men within this sector.

Substitute Cover for Medical Leave

ADC demands that substitute cover for medical leave is made statutory for the Irish university sector.

Institutional Bullying

This ADC condemns the level of institutional bullying which is being experienced by IFUT members. This ADC calls on IFUT to raise awareness of this issue and to urge the relevant bodies to take steps to eliminate bullying in third-level institutions.

Career Structure in Colleges of Education and Humanities

The ADC is alarmed by the threat to undermine recent painstaking, yet modest, progress in the career structure in the Colleges of Education and Humanities. It calls on IFUT to take every measure possible to defend career structures from further deterioration and to restore this progress.

Public Service Pensions

This ADC notes the serious concerns of members regarding suggestions from some spokespersons that the current conditions attached to public service pensions may be changed by government. We also note the considerable stress that this issue is causing to members, particularly those who are close to retirement.

We call upon IFUT to work with other public service unions and through ICTU, to resist any change to the conditions attached to public service pensions.

Public Sector Pensions Rights

The ADC calls on IFUT to resist any changes to public sector pension rights and to condemn the government's lack of clarity regarding its proposals.

Pension and Pay Cuts on Public Service Workers

IFUT condemns the savage pension and pay cuts on public service workers to pay for the amoral practices of individuals and banks and calls upon any in-coming government to reverse these cuts and acknowledge the contribution to Irish society by third-level education along with the general public service.

Introduction of 10 year Academic Contracts

IFUT expressly opposes any attempts by University management to introduce medium to longer term academic contracts to replace permanent contracts.

Fixed-Term Contracts

This ADC declares its total opposition to the instruction issued by the HEA that such limited number of appointments as are exempted from the embargo on recruitment must all be offered as Fixed-Term Contracts only.

This decision is contrary to the terms of several European Court of Justice Rulings on the Fixed-Term Workers' Directive and, if persisted with, will totally undermine the whole concept of academic tenure.

The ADC mandates the Executive to campaign politically and industrially to have this HEA decision rescinded.

2011

Maternity Leave

This ADC condemns the continuing failure to provide cover for staff on maternity leave and the serious damage being done to female lecturers and research staff.

Contract Workers

This Conference condemns the recent moves to make fixed-term contract workers redundant with only statutory redundancy pay and calls upon IFUT to campaign against these actions.

Contracts of Indefinite Duration

This ADC calls on IFUT to challenge Management's practice of undermining the principles of Contracts of Indefinite Duration by terminating staff contracts on the pretext of lack of funding.

Pension Related Reductions

That IFUT address at Executive level the manifest inequity in treating the Pension Related Deduction (PRD) as a private pension contribution.

2012

Academic Freedom

This ADC deplores the specific threat posed to academic freedom by short-term employment contracts in universities and colleges. While the limited use of short-term contracts for specific purposes is not, in itself, necessarily problematic for academic freedom, any attempts to eliminate secure tenure as the basic form of academic contract do represent a threat to the principle of freedom of intellectual enquiry and expression.

At the level of the institution, imposed constraints on the ability to offer contracts which include security of tenure also threaten the capacity of the university to provide an environment which is conducive to academic freedom.

Equality

This conference commits to ensuring that equality is a core value and key focus of IFUT's response to the economic crisis. IFUT should consider how the growth of "atypical work" impacts on our members and specifically on women. Arguments that there is no financial or political room for

assistance to address this issue must be rejected by IFUT.

Fixed-Term & Permanent Staff Contracts

That IFUT should look in depth at the details of Fixed-Term and Permanent Staff Contracts, and take action to ensure new appointees are not unfairly and unknowingly disadvantaged in comparison with existing IFUT members.

Changes to Contracts

IFUT deplores the fact that, in the past, the terms of Contracts issued to new staff have incorporated significant changes, by comparison with those of existing staff, without notice of that fact. It demands that our employers exercise their duty of care and advise staff to seek IFUT's advice on such changes before accepting a contract.

2013

Equality

That Conference commits to ensuring that Equality remains a key component of the IFUT industrial relations agenda. In this work IFUT should address the issue of gender inequality in career progression in Academe and attempt to identify the obstacles to such development.

The Relegation of Doctoral Qualifications

'This ADC objects to the retrograde actions of Higher Education Institutions in which early career Researchers, holding doctorate qualifications, are being re-categorised as "trainees". This ADC calls on IFUT to oppose such measures.'

Entitlement to Contracts of Indefinite Duration

This ADC deplores the attempts by employers in the Public Sector to undermine the entitlements secured under the terms of the Protection of Employees (Fixed-Term Work) Act 2003 by refusing to afford to workers who have an entitlement to a Contract of Indefinite Duration the same rights and status as other permanent employees. This abuse is particularly evident in the University Sector where employers refuse to afford the same protection against compulsory redundancy to employees on certain Contracts of Indefinite Duration as enjoyed by other permanent colleagues.

Supportive Environment for Academic Staff

IFUT notes that the Ministers for Higher Education in the European Higher Education Area have committed themselves to creating a "supportive environment" for Academics.

We support the EI campaign to have this commitment translated into reality by dealing with issues such as pay & conditions, funding &

resources, academic freedom, career prospects etc.

We note that the next stage of this campaign will involve conducting a major research project amongst Academics in Europe and we appreciate the amount of work that the President of IFUT has already contributed to this project to date.

This ADC asks the IFUT Executive to continue to play a major role in this campaign.

2014

Equality

This ADC notes with satisfaction the huge enhancement of IFUT's work in the whole area of Equality including Gender Equality. We congratulate the national Equality Committee for the work done in this regard and commit ourselves to further action on this important agenda.

Gender Equality:

'That IFUT will continue to pursue issues of gender inequalities within the higher education sector, and that it welcomes and endorses the [recent](#) decision of the World Women's Conference of Education International to include an amendment relating to women and gender issues in higher education and research into their Gender Equality Action Plan (GEAP)'.

Researchers I

This ADC notes with satisfaction the agreement of Higher Education Unions across the Continent of Europe on a policy with regard to the rights, entitlements and treatment of Researchers. We also note that IFUT had considerable input into the drafting of this policy paper.

We call upon all of those involved in the area of higher education and research to recognise the particular problems besetting early-stage Researchers and to co-operate with unions such as IFUT to assist in the resolution of these difficulties. In particular, we ask that there be a complete end to practices of exploitation such as requesting Researchers and PhD candidates to carry out academic work on an unpaid basis.

Researchers II

That IFUT will continue its campaign to promote and normalise the pay and conditions of Researchers across the University Sector.

Maternity Leave

This ADC demands that substitute cover for maternity leave is made statutory for the Irish University Sector.

Substitute Cover for Sick Leave

This ADC demands that substitute cover for sick leave is made statutory for the Irish University Sector.

Parental Leave

This ADC demands that parental leave is made statutory for the Irish University Sector.

2015

Protection of Public Service Pensioners

This AGM calls on IFUT and the ICTU of which it forms part to ensure that public sector pensioners are not placed in a position that is any respect disadvantaged relative to that of public sector employees as the emergency legislation that targeted both current and former public sector workers is "unwound".

Age Discrimination

This ADC commits IFUT to assess and tackle age discrimination, with particular regard to promotions, in the Colleges in which it has representation rights.

2016

Appeals Systems in Promotions Procedures

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

Nor does the proposed shift to a rolling procedure for promotion applications obviate the need for a fair appeals process. The new system proposed for UCD initially considered that simply

opening the system to re-application would bypass the need for appeals. The problem is that under such a system (as originally proposed), applicants who feel that they have been treated unfairly are penalized by being forced to wait for a year before reapplying, without recourse to any neutral party, while also being required to show in their re-application how they have remedied a failure that they may contest was inaccurate or unfair in the first place.

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

Eligibility to Apply for Promotion

UCD Promotions' Guidelines for Applicants currently state:

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

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

Access to Promotion

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

Professional Added Years

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

2017

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.

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.

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

casualized teaching and research staff across Irish HE.

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.

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.

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 ongoing 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 (CICESG) 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.

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.

Addendum

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.

2018

Age discrimination

In light of the WRC finding (DEC-E2018-009) of age discrimination against Dr. Anne Cleary, a member of IFUT UCD branch, this ADC congratulates IFUT Officers and Executive for effectively highlighting the issue of age discrimination in UCD with regard to promotion and calls on IFUT to continue to make strenuous efforts to ensure that UCD's promotion system is operated without discrimination on age or gender grounds.

Poor documentation by Irish Universities criticised by WRC

The Equality/Adjudicating Officer of the WRC [DEC-E2018-009] strongly criticised UCD for its failure to furnish notes and grading schemes from the UCAAPT decision-making process on promotions. Similar criticisms have been made in recent years regarding the lack of documentation to clarify how promotion decisions were made in St. Pat's/DCU and other Irish HEI. This ADC calls on IFUT Executive and Council to take whatever

steps are necessary to lobby for increased transparency and accountability in promotions processes in Irish universities.

Temporary/Rolling Contracts

That the University Sector stop with immediate effect the practice of hiring staff on temporary (yet rolling) contracts and that every attempt should be made to make staff secure in their posts at University through CIDs or permanency.

2019

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.

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.

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.

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.

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.

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.

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.

4. ORGANISATION

1974

UCC Administrative Staff Association

That the Executive Committee of IFUT be hereby authorised to institute negotiations with the Administrative Staff Association of UCC, with a view to devising initially satisfactory arrangements for that Association's membership of, or association with IFUT.

1976

Ex-Officio Leave of Absence for President of Federation

Recognising that the development of IFUT as a trade union has placed and will continue to place, an increasing burden of work on its officers, this AGM instructs Council to enter into negotiation with the universities with a view to obtaining a scheme of ex-officio leave of absence for the President of the Federation.

1981

Annual Conference

That pending the appropriate constitutional change the Annual Conference appeals to the Council of IFUT to recognise the said Annual Conference as the supreme policy making body of the Federation and to regard resolutions passed by this meeting as binding on the Executive.

1982

Co-operation among Education Unions

Annual Conference welcomes the formation of the Council of Education Unions as a vehicle for liaison between those education unions affiliated to the Irish Congress of Trade Unions.

Conference approve in principle further moves towards co-operation among the education unions insofar as such moves are in the interests of the individual unions and their members.

Conference therefore instructs the Executive and Council to continue to collaborate fully in the functioning of the Council of Education Unions and to explore such moves towards further cohesion as might be beneficial to IFUT, its members and the institutions in which they are employed.

1983

An Ghaeilge – Irish

(1) That in view of the diversity of practice at present, it is hereby resolved and confirmed:

(a) that the acronym IFUT should be used where a shortened version of the name is required;

(b) that an approved Irish language version of the name is Cónaidhm Éireannach na Múinteoirí Ollscoile;

(c) that the Irish language version of the name of the Federation may be used by its officers and officials when communication is made in the Irish language;

(d) that the Irish language version of the Rules has no legal significance.

(2) That the Irish Federation of University Teachers notes the use made of the Irish language at meetings and in stationery, regulations and certain communications and documentation during the past year, praises this service to the Irish-speaking members of the union and resolves that the Council is instructed to have a report and recommendations on the use of the Irish language in the business of the Federation prepared for consideration by the membership.

1985

IFUT-AUT Co-operation

This ADC welcomes the proposal from the AUT for co-operation between its new Northern Ireland Advisory Committee and IFUT.

1989

Co-operation between Teacher Unions on the System of Third-Level Education

ADC considers that the system of third-level education including RTCs, Colleges of Education, Colleges of Art, Technical Institutes and Universities is at a crucial stage in its development and that the time is ripe for increased co-operation between the teacher unions involved in this sector. ADC asks incoming Council to explore the appropriateness of such closer co-operation.

1993

Involvement of Membership in Federation & Functioning of Branches

This Annual Delegate Conference seeks the establishment of a Special Commission to explore the current level of interest and involvement by the general membership in the activities of the Federation and to propose remedies for any deficiencies it may find in such interest and involvement, which remedies may include a restructuring of the Branches of the Federation.

1994

Single Teachers' Union

That, in the light of the proposed union of the TUI and ASTI, the ADC ask Council to consider the question of amalgamation with a single teachers' union.

1997

Council Meetings

That in order to achieve fuller attendance at Council meetings, the Executive should investigate the feasibility of holding those meetings on Fridays rather than Saturdays.

1998

Co-operation with Other Unions

The ADC of IFUT calls on the Executive to investigate the feasibility of establishing closer co-operation with other unions representing academic staff in third-level institutions.

Retired Members of IFUT

The ADC of IFUT, recognising the exceptional service and commitments to IFUT of many of its now retired, and about to retire, members, calls on the Executive to examine ways in which that commitment can be acknowledged and the resource it represents can be utilised for the future benefit of the union.

2006

Co-operation between IFUT and TUI

In the light of the proposed entry of the Institutes of Technology to the remit of the HEA, this ADC calls for increased co-operation on matters of mutual concern between the Teachers' Union of Ireland and the Federation to be developed and maintained.

2007

Solidarity with INO & PNA

That this conference expresses the solidarity of the Irish Federation of University Teachers with our fellow trade unionists in the Irish Nurses' Organisation (INO) and the Psychiatric Nurses' Association (PNA) in their current industrial difficulties. IFUT supports the rights of the INO and PNA members to further negotiations on pay and working hours outside of the restrictive confines of the benchmarking process.

IFUT Membership Recruitment

This Annual Delegate Conference is proud to assert that ever since its foundation, IFUT has been the most effective, most articulate voice on behalf of all those employed as university teachers and in related grades.

IFUT has fought successfully on behalf of its members in areas such as tenure, academic freedom, protection from redundancy, and the maintenance and enhancement of pay and conditions of employment.

The ADC also recognises however, that IFUT and its members are today facing a whole new set of challenges. Amongst the most serious

of these are: attacks on job security (tenure), undervaluation of the role of university teachers, restrictions on academic diversity, undermining academic freedom and a general threat to worsen pay and conditions.

We recognise that if we are to continue to be effective on our members' behalf, then it is essential that our organisation is strengthened. In practical terms, this means that we must commit ourselves to significant growth in our membership numbers.

Therefore, this ADC mandates the IFUT Executive – in conjunction with the General Secretary – to draw up a recruitment plan aimed at significantly increasing IFUT membership.

Furthermore, this conference recognises that growing the organisation is a shared, individual, responsibility of every single member of IFUT and calls upon all members to engage with the recruitment plan and to play his/her part in making it a success. As a basic first step, every IFUT member should see it as their role to welcome new members into our ranks and, in fact, to be the person who invites eligible non-members to join.

2008

Unity of Teacher Unions

This ADC warmly welcomes the recent moves to build and develop co-operation and unity of purpose by the four teacher trade unions ASTI, IFUT, INTO and TUI.

The ADC confirms the decision taken by IFUT Council at its 8 December 2007 meeting to endorse the terms of the Discussion Document on Proposals for a Federated Union (see attached).

Gender Balance

That IFUT will put the necessary procedures in place to guarantee gender balance in the Executive committee, Council and other management structures within the union.

Higher Education/IFUT Council

This ADC proposes that at least one meeting of Council held annually will concern itself with the discussion of professional, non-trade union related matters concerning higher education.

2011

Researchers

This ADC reaffirms IFUT's commitment to campaign for fair treatment for Researchers. We commit ourselves to seek the maximum possible levels of employment security and if/where redundancy is unavoidable e.g. in the case of Fixed-Term Staff, we will insist on the payment of

fair and equitable levels of severance compensation as per higher education norms.

Finally, this ADC urges all Branches of IFUT to redouble their efforts to increase the level of membership amongst Research Staff.

2012

Teacher Union Unity

This ADC congratulates the General Secretaries of ASTI, IFUT, INTO and TUI for the close working relationship which has been developed between the unions in the past few years.

In emphasising the positive potential of the goodwill which currently exists between us, this ADC urges the four unions to explore practical benefits which could be grown out of this goodwill, e.g. benefit packages for members, pooling of resources, sharing of information and research etc.

2013

Reconfiguration of ITE Provision

'ADC notes the negotiations taking place between the various institutions involved in the reconfiguration of ITE provision. ADC instructs the Executive to invite the Steering Committees overseeing these negotiations involving institutions in which IFUT organises, to meet IFUT to establish formal industrial relations fora.'

SPD, CICE & MDIE / Newly Constituted Branch?

"That all SPD and CICE staff who are currently members of the respective IFUT Branches in those institutions (or are currently eligible for membership) will have the right to be represented collectively in a newly constituted IFUT Branch in any future merger between DCU, SPD, CICE and MDI."

2014

Initial Teacher Education Report

This ADC reiterates its commitment to ensure that no changes are forced upon IFUT members working in the area of Initial Teacher Education; we demand full negotiation and agreement with this union acting on their behalf.

Incorporation Process Involving CICE, SPD and MDIE

Conference demands that the HEA/DES fund this incorporation process so that equal status can be achieved between the four institutions involved and that smaller institutions may achieve the 'equality in partnership' promised at the outset of the process.

Incorporation Process Involving CICE, SPD and MDIE

Conference is concerned at the speed with which the incorporation process involving CICE, SPD, MDI and DCU is progressing and demands the following: That management bodies

a. Engage with IFUT to agree positions relating to the items on agenda presented to each management body by local IFUT branches at the outset of this process.

b. Engage in the collective bargaining process to support the proposals put forward by IFUT.

Incorporation Process involving CICE, SPD, MDIE

Conference is concerned at the speed with which the incorporation process involving CICE, SPD, MDI and DCU is progressing. Conference is equally concerned at the lack of real consultation with IFUT members in the process. Conference affirms the right of IFUT members in CICE, SPD and MDI to withdraw cooperation from this process as they deem appropriate and instructs the Executive to support Branches in their actions.

Proposed Merger with DCU/Negotiating any Changes in Terms and Conditions of Employment for IFUT Members in SPD, CICE, MDIE

This ADC demands agreed structures for negotiating any changes in terms and conditions of employment for IFUT Members in SPD, CICE and MDIE in light of a proposed merger with DCU.

Proposed Merger with DCU/Effectiveness of the Collaborative Action taken by the IFUT Branches in CICE, MDIE and SPD

This ADC notes the effectiveness of the collaborative action taken by the branches in CICE, MDI and St. Pat's to provide time and opportunity for meaningful collective bargaining to take place between IFUT and the management of the three institutions. Conference endorses and mandates the continuation of a collaborative process between the three branches until a resolution is reached to their mutual satisfaction.

2016

Collective Bargaining/New DCU

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

Signing of Proposed DCU Incorporation Agreement

This ADC instructs the IFUT General Secretary to

refuse to sign the proposed DCU Incorporation Agreement until all outstanding IR issues relating to the incorporation have been resolved.

2017

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.

2018

Collective Bargaining Rights in DCU

That the ADC calls on IFUT to immediately notify DCU Management of the conclusion of the ICTU Disputes Committee Appeal Process and thus the termination of the Interim Agreement. Furthermore, we call on IFUT to establish a process immediately on reaching agreement providing for Collective-Bargaining between IFUT and DCU.

2019

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.

5. OTHER

1982

Poland

This Annual Conference, being the principal representative of the academic employees in Irish third-level education, noting the motion on Poland adopted by the Council of the Federation on April 24, 1982, and by the Irish Congress of Trade Unions at its 1982 Annual Delegate Conference, deploras:

(i) the suspension of our colleagues working in the Department of Psychology at Warsaw University and the suspension of classes in the same department, following a student declaration of sympathy with solidarity; and

(ii) the continued imprisonment of our colleague Janusz Onyskiewicz, a lecturer in Mathematics at Warsaw University and Solidarity spokesman, who addressed the 1981 ICTU Annual Delegate Conference.

This meeting calls for the reinstatement of suspended staff, the resumption of teaching and the release of Mr. Onyskiewicz.

1986

Ban on Libyan Students

That IFUT deploras the decision to exclude Libyan students from entry into Ireland, which is in breach of the principle that bona fide scholars should not be prevented from travelling between countries in the pursuit of their studies, and urges the Government to reconsider its decision.

Academic Activity & Apartheid

In accord with policies already developed within IFUT and in the international academic community for the furtherance of academic freedom in the widest sense, the ADC reaffirms its complete opposition to apartheid and recommends that IFUT members take no part in activities such as academic conferences, research projects, external examining, etc., which involve South African participants.

1987

Views on Women Workers

IFUT supports ICTU's total rejection of the views expressed by Frank O'Callaghan of the AUEW regarding the position of women workers.

1989

Student Gay & Lesbian Societies & Council

Recognition of the Student Gay and Lesbian Societies is a proper issue for consideration by IFUT Council.

Student Societies & Sexual Orientation

IFUT disapproves in principle of the refusal to grant recognition to a student society solely on the grounds of sexual orientation.

Winchester Three

In the light of the prejudicial media reports and political statements before and during the trial of three Irish defendants in Winchester from 6 to 28 October 1988, IFUT calls on the Irish Government to use all avenues of diplomatic and political influence to ensure a more equitable climate in England for the forthcoming appeal to the Court of Criminal Appeal.

1990

Mary Robinson

The members of IFUT, meeting at their ADC, warmly congratulate their colleague Mary Robinson on her election as President of Ireland.

2000

ICTU & Statements on Matters of Conscience

Go n-iarrann CÉMO ar Chomhdháil Éireannach na gCeardchumann gan ráitis a eisiúint faoi cheist an ghinmhílte seachas nuair a bheadh tuairimí thromlach bhaill na gceardchumann comhcheangailte á gcur in iúl de thoradh ballóide.

That IFUT asks the Irish Congress of Trades Unions not to issue statements on the issue of abortion except insofar as such statements reflect the balloted views of the majority of members of affiliated unions.

2008

Promotions in Royal Irish Academy

This Annual Delegate Conference of IFUT finds entirely unacceptable a document received yesterday, 18th April 2008, from the Executive Secretary of the Royal Irish Academy, explicitly ruling out promotion for that institution's staff "whether based on service or performance".

The ADC commits IFUT to redouble its efforts to get this reprehensible "zero promotions" policy reversed, and also

calls upon those IFUT members who are involved in the governance of the Academy, while themselves being employed elsewhere or retired, to play their full parts individually in getting the policy corrected forthwith.'

2009

Garda Vetting

This ADC resolves to ask the Executive of IFUT to draft guidelines for members regarding the issue of Garda Vetting.

Government Backed Private Sector Pension Protection

This ADC demands the implementation of a Government backed private sector pension protection fund to protect the livelihoods of all workers.

2010

Equal Rights for Gay & Lesbian Couples

IFUT supports full and equal rights for gay and lesbian couples in the State in the matter of marriage.

2013

Scholars at Risk

That this ADC reaffirms IFUT's commitment to freedom of speech and trade union rights for academics in all jurisdictions and to the defense of academic freedom.

2014

Higher Education Rights in Palestine

Palestinian academics and students have the right to participate in and benefit from higher education on an equal footing with all other citizens and people in their area.

This ADC therefore commits the Executive to work with other international unions, such as the Canadian Association of University Teachers, to provide practical support for trade unions representing Palestinian academics in vindicating that right.

2015

Defending Public Service

This ADC declares that it is honourable and patriotic for people to devote their working lives to public service.

We reject the cynical, self-serving narrative which depicts public servants in a negative light. The reality, especially in higher education, is that we public servants work longer hours at less pay than almost all other comparable professionals in the Private, for profit, Sector.

As servants of the public good we are expected to, and are pleased to, accept the obligation to respond to the demands of society as decided upon through the democratic structures of our society. This, we believe, is in stark contrast to the egotism and self-interest of so many of our critics.

This ADC therefore mandates the IFUT Executive and our National Officers to defend the concept of public service at every opportunity available to them.

Referendum on Equal Marriage

This ADC supports the aspirations of all its members who wish to marry irrespective of their gender, and calls on IFUT to support the upcoming referendum on equal marriage.

2016

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

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

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

TTIP

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

2017

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.

2018

Repeal of 8th Amendment

That Conference affiliates itself with the "Together for Yes" Campaign and the Trade Union Campaign to Repeal the 8th Amendment, while recognising that it is a matter for individual IFUT members as a matter of conscience to vote in the upcoming referendum as they see fit.

Most of IFUT's female members are in their childbearing years. Without access to reproductive autonomy, women are denied full workplace equality. With a crisis pregnancy, time is crucial. For our female members, taking leave at short notice may be difficult and raise awkward questions. The extra time needed for travel abroad for an abortion adds to these difficulties. Anything that impedes full workplace equality does not safeguard and advance the terms and conditions of employment of our members. Recognising that this is a potentially divisive issue about which individual members may hold strong personal beliefs, it is also important to acknowledge that it is a matter for individual IFUT members as a matter of conscience to vote in the upcoming referendum as they see fit.

One Movement and Housing Campaign

That this ADC notes the growing success of the One Movement, in Cork and Galway, and calls on IFUT to support its campaigns on the Housing Crisis and Precarity of employment, both of which are of concern to IFUT members.

Housing Situation in Ireland

The housing situation in Ireland poses a national problem which the government has yet failed to address with the vigour and resources that are needed. The impact of this on staff (many of whom are on temporary contracts) and students is seriously detrimental to their studies and their working lives. The response of third-level colleges and the state has been to allow the expansion of private sector, privately funded investor-led provision of student accommodation which has seen properties bought up, developed and renovated and then rented out at exorbitant rates. The recent increase of 27% at DCU's privately controlled accommodation is a disgrace: not only is the accommodation expensive, but the provision of student housing for those able (though often with great difficulty) to afford it makes for further problems in the housing sector and society more widely.

We call upon IFUT to work together with Student Unions, City Councils and Third-Level Institutions to formulate an imaginative response to this egregious issue.

APPENDIX

DISCUSSION DOCUMENT ON PROPOSALS FOR A FEDERATED TEACHERS' AND LECTURERS' UNION

1. Mandate for Formulating Proposals:

The following motion passed at Annual Conventions/Congresses of ASTI / INTO / TUI sets out the mandate for the formulation of proposals on a Federated Teachers' and Lecturers' Union:

That the Association of Secondary Teachers', Ireland / Irish National Teachers' Organisation / Teachers' Union of Ireland commits itself to formal discussions with a view to formulating proposals for a Federated Teachers' and Lecturers' Union. These proposals to be presented to Annual Congress 2008.

IFUT has Council approval for engaging in discussions with a view to formulating proposals for closer co-operation with ASTI/INTO/TUI.

2. Principles:

- (i) The ASTI, IFUT, INTO and TUI are committed to mutual solidarity and co-operation.
- (ii) The ASTI, IFUT, INTO and TUI affirm that the promotion of the trade union and professional interests of their members is best served by formal co-operation in a federated structure.
- (iii) The ASTI, IFUT, INTO and TUI affirm their commitment to furthering the interests of education and their commitment to advancing academic freedom, learning and culture.
- (iv) The ASTI, IFUT, INTO and TUI affirm that the identity of each union is best preserved in a federated structure which provides for pooled sovereignty on matters to be agreed on a phased basis.
- (v) The ASTI, IFUT, INTO and TUI affirm that a federation of 55,000 members can form a powerful voice to advance the interests of teachers and lecturers in the ICTU and other fora.

3. Objects of the Federation:

- to organise and unite the members of the teaching and lecturing profession in Ireland;
- to regulate the relations between members and between them and their employers;
- to protect and promote the interests of members;
- to safeguard and improve the conditions of employment of members;
- to provide services for the benefit of members;
- to promote the interests of Education;
- to safeguard and improve Education standards;
- to express the collective opinion of members with particular reference to matters affecting education and the teaching and lecturing profession; and
- to cultivate a spirit of co-operation with kindred organisations.

4. Federation competence:

The following areas could be considered for competence initially:

- (i) Teaching Council
- (ii) Benefits, e.g. car plans.
- (iii) Relations with ICTU, EU, OECD, EI and ETUCE
- (iv) Trade Union Training
- (v) Health and Safety
- (vi) Pensions
- (vii) Equality

Competence in other areas might be agreed on a phased basis by the respective executives.

5. Structure:

The Federation will have a Management Council comprised of representatives of the four unions on a basis to be agreed. Competence as agreed will be delegated to the Council on a phased basis.

6. Staff:

The Federation will employ or second staff, jointly funded, to deal specifically with those areas within the agreed competence of the Federation.

7. Decision Making Process for Federation:

- (a) Every effort will be made by the federal council to reach a consensus view on any issue on which the council is required to decide. If a union declares, prior to a matter being decided formally by the unions, that an issue is one of singular and exceptional importance to the sector or members which it represents, the decision will require the assent of all unions.

8. Process for Establishment of Federation:

- (i) Legal advice be sought on the establishment of the Federation.
- (ii) Advice on funding be sought from the Department of Enterprise, Trade and Employment.