

Irish Federation of University Teachers

ANNUAL REPORT
2018/2019

Cónaidhm Éireannach na Múinteoirí Ollscoile

GENERAL INTRODUCTION

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

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

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

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

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

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

Ar aghaidh leis on obair!

IFUT ANNUAL REPORT 2018/19

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I. REMUNERATION/PAY AGREEMENTS

1. Public Service Agreement

Royal Irish Academy (RIA)

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

2. Non-Public Sector Agreement

Royal College of Surgeons in Ireland (RCSI)

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

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

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

II. CONDITIONS OF EMPLOYMENT

1. Incorporation of CICE, MDIE & SPD into DCU

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

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

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

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

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

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

2. Educational Research Centre

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

3. Royal Irish Academy (RIA)

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

4. Cush Report

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

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

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

Maynooth University (MU)

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

Maynooth University (MU)

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

Royal Irish Academy (RIA)

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

Trinity College Dublin (TCD)

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

Trinity College Dublin (TCD)

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

Trinity College Dublin (TCD)

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

University College Dublin (UCD)

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

All Institutions

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

6. Promotions and Upgrading Claims

Dublin City University (DCU)

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

Dublin City University (DCU)

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

Dublin Institute for Advanced Studies (DIAS)

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

National University of Ireland Galway (NUIG)

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

Royal Irish Academy (RIA)

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

exploring means to progress a job evaluation exercise.

Trinity College Dublin (TCD)

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

University College Cork (UCC)

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

University College Cork (UCC)

Correction of Pay scale

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

University College Cork (UCC)

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

University College Cork (UCC)

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

University College Cork (UCC)

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

University College Cork (UCC)

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

7. The Payment of Wages Act, 1991.

University College Cork (UCC)

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

8. Pensions

Royal Irish Academy (RIA)

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

9. Equality

Maynooth University (MU) Equality Case / Age Discrimination

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

Royal College of Surgeons in Ireland (RCSI)

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

University College Cork (UCC)

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

University College Dublin (UCD)

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

10. Bullying

Dublin Institute for Advanced Studies (DIAS)

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

Trinity College Dublin (TCD)

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

11. Transfer

Dublin City University (DCU)

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

Maynooth University (MU)

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

12. Research Leave

Trinity College Dublin (TCD)

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

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

Royal Irish Academy (RIA)

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

Trinity College Dublin (TCD)

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

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

14. Whistleblower's Protected Disclosures Act

Maynooth University

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

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

15. Health and Safety

Royal Irish Academy

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

16. Unfair Dismissals

Maynooth University (MU)

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

Maynooth University (MU)

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

Trinity College Dublin

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

appealed to a full Hearing of the Labour Court.

17. Disciplinary Procedure

Trinity College Dublin (TCD)

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

University College Dublin (UCD)

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

III. GENERAL CONTACTS

1. Irish Congress of Trade Unions

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

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

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

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

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

One Cork and One Galway Movements

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

2. Education Unions

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

3. Trades Council

Our representatives on Trades Councils are as follows:

Dublin Council of Trade Unions: Hugh Gibbons, TCD.

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

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

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

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

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

4. International work

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

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

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

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

5. National Council for Curriculum and Assessment

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

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

6. Teaching Council

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

7. Coalition for Publicly Funded Higher Education

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

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

8. ICTU Education Sector Committee

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

9. Other Contacts

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

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

IV. EDUCATION & RESEARCH

IFUT Researchers' Group

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

V. ORGANISATION & COMMUNICATIONS

1. Membership

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

2. Membership Plus

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

3. Executive and Trustees

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

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

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

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

4. Trustees

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

5. Council

The Council met three times during the year.

6. Head Office Staff

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

7. Changes to Head Office Systems

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

8. IFUT Newsletter

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

9. General Data Protection Regulation (GDPR)

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

10. IFUT Contribution Rates

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

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

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

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

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

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

11. IFUT Website

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

12. Credit Union Membership

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

13. Free Medical Insurance Advice & Discounts

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

*Joan Donegan,
General Secretary.*

11 May 2019

IFUT Initials

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

APPENDIX A

BRANCHES, BRANCH SECRETARIES & CENTRAL BRANCH CONVENORS 2018/19

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

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

APPENDIX B

COUNCIL & EXECUTIVE 2018/19

*(Executive: President and 10 Members)

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

RCSI 1/4

"Celeste Golden

Admissions Office

MICL 2/6

*Des Carswell
Gerard Enright

*Education
Mathematics & Computer Studies*

DCU 8/8

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

*English
Geography
Library
Mathematics
Music
Special Education
Library
Maths & ICT Education*

CENTRAL 4/5

Anthony Harvey
Kate O'Malley
Lisa Griffith
Clare Lanigan

*DMLCS, RIA
Documents on Irish Foreign Policy, RIA
Digital Repository, RIA
Digital Repository, RIA*

NOTE:

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

APPENDIX C

IFUT COMMITTEES & WORKING GROUPS 2018/19

Standing Committees

EQUALITY

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

LIBRARIANS

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

RETIRED

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

APPENDIX D

IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2018/19

British and Irish Group of Teacher Unions (BIGTU)

Education International (EI)

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

Irish Congress of Trade Unions (ICTU)

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

Irish Labour History Society (ILHS)

National Women's Council of Ireland (NWC)

Nevin Economic Research Institute (NERI)

People's College (ICTU)

Society for Research into Higher Education (SRHE)

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