



IFUT

Irish Federation of University Teachers
Cónaidhm Éireannach na Múinteoirí Ollscoile

ORGANISING FOR EQUALITY

AND DECENT WORK IN HIGHER EDUCATION

ANNUAL REPORT 2021/22

11:00 SATURDAY, 14TH MAY 2022

GRESHAM HOTEL,
O'Connell Street,
Dublin 2.

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Section 1. INDUSTRIAL REPORT

Organising for Equality and Decent Work in Higher Education

Section 1. INDUSTRIAL REPORT

Public Service Agreement 'Building Momentum'

IFUT members voted in early 2020 to accept the terms of the public service agreement "Building Momentum". This agreement runs from 1st January 2021 to 31st December 2022. For the period covered by this ADC Annual Report, there have been three pay adjustments or increases.

Pay Increases

Members received a general round increase in annual basic salary of 1%, or €500, whichever was greater, on 1st October 2021. Members are due another general round increase in annual basic salary of 1%, or €500, whichever is greater, on 1st October 2022. These increases applied to all members including hourly paid and occasional staff with the exceptions outlined below.

Pay Restoration

For most of our members this new agreement resulted in pay increases for the first time since the FEMPI Act introduced pay cuts. Most of the pay adjustments in previous agreements restored pay to pre-FEMPI levels. However not all members had their pay restored by 2020 and Building Momentum included provision for this to be addressed.

People earning over €70,000, and less than €150,000 received their pay restoration in July 2021. The agreement states that "where an individual is due an amount of pay restoration... they will not benefit from the general round increase in that year". These members therefore did not receive the 1%

increase in October 2021. There are due to a 1% increase in October 2022.

People earning over €150,000 will receive their pay restoration in July 2022. People in this group therefore did receive the 1% increase in October 2021 but are not due the 1% increase in October 2022.

Where the amount of restoration is less than the general pay round increase the individual will be eligible to be paid the balance on the date of the general round increase.

Sectoral Bargaining Fund

Building Momentum introduced a "Sectoral Bargaining Fund" the purpose of which was to deal with outstanding adjudications, commitments, recommendations, awards and claims to a maximum value of 1% of the pay bill for the grade, group or category of worker.

IFUT decided to take the 1% as a general round pay increase for all of our members. Most unions did likewise and the unions which opted to use the sectoral bargaining fund to address outstanding issues encountered a lot of frustration and obstacles.

Review and Next Agreement

At the outset of Building Momentum, the parties committed to entering discussions during the summer of 2022 on a successor agreement. In the meantime, IFUT and our colleagues in other unions which form the Public Services Committee of the ICTU have called for a review of the current agreement due to the rise in the cost of living.

Haddington Road Hours

An Independent Hours Body was established per the terms of the Building Momentum Agreement, to examine issues relating to the additional hours worked by many grades across the public sector since the Haddington Road Agreement. The Body published its final report in February 2022. The Body recommended that the HRA hours implemented in 2013 will be restored in the majority of Civil and Public Service employments with effect from 1st July 2022. This will impact many IFUT members in Libraries and administration. In relation to academic grades, the body made no recommendation due to a review taking place by the OECD and the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS).

Bereavement Leave

From as early as 2017 employments within the public and civil service have increased their bereavement leave entitlements allowing a worker up to 20 days paid leave in the event of the death of a spouse or child. Arising from these improvements for workers in the civil service, health service and in at least two Universities, the IFUT Executive agreed that we should lodge claims with all employers seeking similar improvements for our members. The enhanced bereavement leave arrangements now apply to members in Maynooth University and UCD who both increased their leave policies prior to IFUT seeking same. Employments including UCC, the ERC and DIAS have agreed to the increase on foot of the IFUT claim. Discussions are taking place in DCU and TCD in relation to our claim. Institutions which need departmental

approval such as MIC and the RIA have engaged with the parent department and we will pursue this directly with the employer. Some employers have yet to engage with IFUT on this issue and we will work with branches to try to advance this claim in as many employments as possible. The RCSI, as a private sector employer, refused to engage on the claim as, they stated, it was cost increasing and therefore precluded under the terms of the pay agreement which currently applies. The Branch Committee are considering the matter.

Return to Campus

Since the beginning of the second semester of the current academic year there has been a steady return to campus for most employees including those in our membership. While this is a welcome development we remain aware that Covid has not gone away and that we are operating in an environment where we must be cognisant of the serious dangers associated with contracting covid and of the legitimate fears that many have in this regard. It will be some time before any campus returns to pre-pandemic levels of activity and there remains a need for considerable investments to be made to ensure that this return can be safe. That said, we have always been clear that 'face to face' teaching and learning is best.

Cush

Members and Delegates are aware of the 'Report to the Minister for Education and Skills of the Chairperson of the Expert group on Fixed-Term and Part-Time Employment in Lecturing in Third Level Education in Ireland', aka the 'Cush' Report. This Report was

published in June of 2016 with its recommendations accepted as policy by the Department of Education and Skills in July of 2016. IFUT succeeded in securing the appointment of an Adjudicator (Kevin Duffy, Former Labour Court Chair) to examine all cases which fall under the remit of the Cush Report in 2019 and since then this adjudication service has been available to all IFUT members.

While the Report contains 7 recommendations most of the issues of concern to our members are the employers' breaches of the recommendation that addresses the use of successive fixed term contracts for Lecturers.

IFUT Head Office developed a 'Pack' which was shared with all IFUT Branch Committees in 2019 which outlined the process that we have developed for taking members cases under 'Cush'. The pack includes template documents in line with that agreed in the protocol between IFUT and the Irish Universities Association (IUA).

In January of this year we met with the IUA to review how our IUA / IFUT agreement is working. Generally, it is working well, there has been a noticeable decrease, as one would expect, of abuse of fixed term contracts since the Report was made and since the agreement has come into being. We have concerns about new contracts being developed by one employer in reaction to their obligations to provide CIDs to qualifying Lecturers under the terms of the agreement and indeed, with the same employer, we have concerns about their constant refusal to recognise the agreed timeframes for dispute resolution. These issues were raised at the review but the

situation persists. This matter will be raised at the first meeting of the new Higher and Further Education Sector Oversight Group.

Dublin City University (DCU)

Prior to Covid, IFUT reached an agreement with DCU and SIPTU and we secured collective bargaining rights for our members in the Faculty of Humanities and Social Sciences and the Institute of Education. Arising from this agreement we have established frequent joint union and management industrial relations meetings and we continue to normalise and improve our relationships and impact on behalf of our members.

Much of the focus of the Branch Committee over the last year was on a safe return to campus and addressing individual concerns as they arose. At the branch AGM members present prioritised the need for us to examine workload models and promotion opportunities in our work this year. IFUT and SIPTU members are forming a local working group to consider how best to address members' concerns re workload models.

IFUT challenged DCU's application of the public service agreements as they were implemented for hourly paid staff. We raised an issue with the University management that successive agreements were not applied to the hourly rates of pay. Following a review, the University accepted they had made an error and the rates have been corrected.

IFUT have engaged with DCU seeking the introduction of a Domestic Leave Violence policy and we continue to engage with DCU in relation to the introduction of a Sexual Misconduct Policy.

DIAS

We continue to offer support and representation to individual members in DIAS on issues including grading and promotions. We have raised concerns with DIAS management in relation to the absence of information provided to members of the pension scheme.

ERC

The Executive Committee were delighted to welcome Conall Ó Duibhir as the ERC representative, in place of Catriona Fitzgerald. Conall has also taken over the role of Branch Chair. The Executive paid tribute to the work of Catriona during her time on the Executive.

Mary Immaculate College, Limerick

Our members in MIC were in dispute with the college since 2007 in relation to unfilled merit promotions at Senior Lecturer and Principal Lecturer grade. We reached an agreement through the auspices of the Workplace Relations Commission that the outstanding vacancies will be filled this year. We need to engage with the College in relation to future promotions.

The Branch Committee have raised concerns with the College in relation to nomenclature in use in MIC and changes to same without negotiation or agreement with IFUT, in particular the use of professorial titles.

Arising from an individual case relating to a claim for a CID, the Labour Court issued a recommendation that IFUT and MIC should

engage to examine the possibility of developing a fairer approach to the filling of positions which are currently held by people on Fixed Term Contracts when it is accepted the positions are required on a permanent basis. Discussions are ongoing.

Marino (MIE)

For many years the Marino Institute of Education have only recognised the INTO for the purposes of collective bargaining and engaged with IFUT on collective issues only when these issues were raised by the INTO. While our relationship, at both Head Office and Local level, is excellent this arrangement could not deliver for our growing membership in Marino. Marino management have always been clear in their position that they would only deal with one union.

In recent months both the INTO and ourselves have been working with the ICTU and MIE management in an effort to arrive at a solution that works for all parties and we arrived at the wording of a Memorandum of Understanding (MoU) that establishes a Group of Unions providing representation and collective bargaining rights jointly to both the INTO and IFUT. We expect that this MoU will provide a way forward for all trade union members in MIE into the future. A significant effort from the local Representative and indeed the ICTU Official went into developing this MoU.

Maynooth University (MU)

We are in dispute with Maynooth University in relation to collective bargaining and union recognition. Throughout the Covid lockdown, IFUT and MU engaged in a facilitated process

to try to reach agreement on a new collective agreement. The process concluded in October 2021 without agreement. The main concerns for the union side were the refusal of the employer to agree that unresolved disputes would be referred to the Industrial Relations machinery of the state, i.e., the WRC and Labour Court as necessary, and that the employer would not agree to confirm the grades of workers IFUT represent in MU, including occasional and modular lecturers nor confirm they would negotiate change with IFUT. The branch is engaging locally with members to consider how best to resolve the dispute.

In June 2021 we attended a virtual conciliation conference with the WRC in relation to the University's unilateral introduction of new lecturer contracts. IFUT maintains that, as the only recognised union for academic staff in MU we should negotiate any proposed change to the accepted lecturer contract. The employer believes that when transposing a Fixed Term Contract to a CID, a lecturer does not get the benefit of the typical lecturer contract. The dispute continues.

Due to the industrial relations conditions prevailing in MU, there are a disproportionate number of unresolved cases in MU compared with branches with similar membership sizes.

National University of Ireland, Galway (NUIG)

The IFUT Section within NUIG remains small but active. Throughout the past year we have remained in engagement with local management on issues including PMDS, changes to sick leave policies, the sabbatical

leave policy, bereavement leave and workload planning in addition to the Covid related engagement that we face across all of our sections. We are currently engaging with management, alongside our SIPTU Colleagues who we continue to have a very positive working relationship with in NUIG, as indeed elsewhere, on grading issues for Academics, specifically at Professorial level where there is an ongoing review.

The promotions policy for Lecturers has been before a review with the WRC in the course of the past year. This review resulted in change that will, without question, make the move from Lecturer to Senior Lecturer more of a reality for many IFUT members.

Royal Irish Academy (RIA)

A meeting of the Joint Consultative Committee (JCC) held late last year failed to bring about a solution to issues that had been referred to the body the previous September. The JCC is an internal body comprising of two IFUT representatives and the IFUT General Secretary on one side and two RIA Officers and one other RIA representative on the other side. While the IFUT side presented our best cases to the JCC we did so with an understanding that this process was unlikely to deliver a satisfactory outcome to the main issue in dispute as this issue has gone unresolved for a considerable time. We were however hopeful that 'an individual matter' could indeed have been resolved satisfactorily, however regrettably this did not prove to be possible. Our bilateral (union/management) agreement provides that if agreement is not reached through direct negotiation at JCC level that the matter can then go before the WRC. We

will have been before the WRC by the time of our ADC.

A dispute involving the carrying over of annual leave from one leave year to the next was resolved locally. In recent times there have been changes with personnel on the side of management and we are all in the early stages of relationship building.

Royal College of Surgeons in Ireland (RCSI)

Members in the RCSI voted to accept the terms of a pay deal which runs from 1st October 2021 for three years. This pay deal includes increases of 2.5% per annum for each of the three years on all earnings up to €100,000 and a further 1% increase per annum for each of the three years on all earnings over €100,000. Our members voted overwhelmingly in favour of the pay proposals.

We have informed RCSI Management that we want to discuss annual leave for academic members of staff with them this year.

Trinity College Dublin (TCD)

Much of the work of the TCD Branch and Head Office is concentrated on issues of an individual nature. Several of these cases have common ground with challenges facing members in other branches too. These cases arise when members become entitled to CIDs under the fixed term work legislation as they have worked under a number of successive fixed term contracts for a number of years. The issue here is that the legislation provides the employee with a CID for the work that they are currently engaging in under the fixed term contract and this may fail to address the

real requirement which may be for a lectureship position to be created as opposed to the covering of a small number of teaching hours, which was initially seen as a short (fixed) term need within the employment. By securing the CID the solution to the 'short term' deficit now becomes permanent leading to many of our members becoming engaged on inappropriate CIDs.

A Job Evaluation exercise remains ongoing across the library. The flexi working model is currently the subject of discussions between ICTU and the employers, the outcome of these discussions may affect terms of employment in the library.

University College Cork (UCC)

The IFUT UCC section remains a very active section engaging with members and management on a huge range of issues across matters of a collective nature such as proposals to introduce significant changes to the established nomenclature for Academics that has prevailed, unchallenged, for many decades to many matters of an individual nature such as the pursuit of CIDs, supporting members with grievances and bullying cases and representing members in disciplinary cases on occasion.

In the TCD section of this Annual Report reference was made to members securing CIDs arising from entitlements provided for through the fixed term legislation, this is a significant issue in UCC too. Over the past year there have been cases where members have successfully, with the support of their branch, demonstrated locally that they are being incorrectly graded and have been regraded onto lecturing contracts. In many cases

securing a lecturing CID is a two-step approach, the first step being securing a CID as a 'Part-Time Assistant Lecturer' (which is not a lecturing contract in the eyes of the 'Cush' Report as the role does not include researching), and then later making a 'grading case' for a lecturing contract.

University College Dublin (UCD)

In UCD, the Branch focused a lot of their efforts during the last year on discussions relating to Covid and the safe return to campus. The Branch dealt directly with HR as well as participating in the University's Covid Consultative Committee. They were at times dissatisfied with the engagement with the Covid Consultative Committee.

IFUT has engaged with UCD in relation to the new Dignity and Respect Policy and Procedures.

We are satisfied with the engagement to date and that this policy is welcome. Achieving a policy which was robust and transparent was a priority of the branch. The University is in the process of updating its Faculty Promotions Framework. IFUT has been consulted about this and our feedback has been taken on board. The new framework is very long, which is a concern, but we have been given assurances that this is to broaden the criteria so that more applicants feel they can make a good attempt at securing promotion.

IFUT has raised concerns with management in relation to precariously employed staff. The UCD Branch are represented on the IFUT Precarious Employment Campaign Steering Group. It is hoped that work arising from this group will assist the UCD branch to advance discussions locally with management.





Section 2.

IFUT CAMPAIGNS, COMMITTEES AND REPRESENTATION

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IFUT CAMPAIGN, COMMITTEES AND REPRESENTATION

IRISH CONGRESS OF TRADE UNIONS

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

CONGRESS EXECUTIVE: Frank Jones (General Secretary)

ICTU DISABILITY COMMITTEE

Angela Flynn (UCC), Marie Clarke (UCC)

ICTU GDPR WORKING GROUP

Fiona Lee (Assistant General Secretary)

ICTU GLOBAL SOLIDARITY COMMITTEE

Mike Jennings (Former General Secretary)

ICTU HEALTH & SAFETY COMMITTEE

Noel Jackson (DCU)

ICTU HIGHER EDUCATION COMMITTEE

Frank Jones (General Secretary) and Miriam Hamilton (Deputy General Secretary)

ICTU PUBLIC SERVICES COMMITTEE

Frank Jones (General Secretary) and Miriam Hamilton (Deputy General Secretary)

ICTU RETIRED WORKERS' COMMITTEE

Joe Brady (UCD), Tina Hickey (UCD)

ICTU WOMEN'S COMMITTEE

Fiona Lee (Assistant General Secretary)

ICTU YOUTH COMMITTEE

Positions Vacant

EDUCATION FUTURES

Frank Jones (General Secretary) and Miriam Hamilton (Deputy General Secretary)

ALLIANCE OF RETIRED PUBLIC SERVANTS

Gerard Enright (MICL), Rose Malone (MU).

NATIONAL COUNCIL FOR CURRICULUM AND ASSESSMENT (NCCA)

COUNCIL: Michael Delargey (UCC) to 28 February 2022. Deirdre Murphy (MICL) from 1 March 2022.

EARLY CHILDHOOD & PRIMARY MATHS DEVELOPMENT GROUP

Lorraine Harbison (DCU)

EARLY CHILDHOOD AND PRIMARY COMMITTEE

Des Carswell (MICL)

REVIEW OF RELATIONSHIPS AND SEXUALITY EDUCATION (RSE) DEVELOPMENT GROUP

Seline Keating (DCU)

NATIONAL WOMEN'S COUNCIL OF IRELAND

Fiona Lee (Assistant General Secretary)

SCHOOL PLACEMENT WORKING GROUP (DEPARTMENT OF EDUCATION)

Anthony Harvey (RIA)

TEACHERS UNIONS: (IFUT, TUI, INTO, ASTI)

Frank Jones (General Secretary), Miriam Hamilton (Deputy General Secretary), Anthony Harvey (President)

TEACHING COUNCIL: ICTU NOMINEE

Michael Delargey (UCC)

TRADES COUNCILS

CORK Michael Delargey (UCC)

DUBLIN Hugh Gibbons (TCD)

GALWAY Alastair McKinstry (NUIG)

KILDARE Frank Jones (General Secretary)

TREORAI WORKING GROUP (DEPARTMENT OF EDUCATION)

Michael Delargey (UCC)

INTERNATIONAL WORK

BRITISH & IRISH GROUP OF TEACHER UNIONS (BIGTU)

Frank Jones (General Secretary), Anthony Harvey (President)

ENETOSH EUROPEAN NETWORK EDUCATION AND TRAINING IN OCCUPATIONAL SAFETY AND HEALTH

Frank Jones (General Secretary)

ETUCE TREASURER

Joan Donegan (Former General Secretary)

ETUCE HIGHER EDUCATION AND RESEARCH STANDING COMMITTEE (HERSC)

Frank Jones (General Secretary) and Miriam Hamilton (Deputy General Secretary)

ETUCE STANDING COMMITTEE FOR EQUALITY

Fiona Lee (Assistant General Secretary)

EURODOC, THE EUROPEAN COUNCIL FOR DOCTORAL CANDIDATES AND JUNIOR RESEARCHERS

Darren Fayne (TCD)

SCOTENS (STANDING CONFERENCE ON TEACHER EDUCATION, NORTH AND SOUTH)

Des Carswell (MICL), Secretary to the group (IFUT, TUI, INTO, ASTI)

TUAC, THE TRADE UNION ADVISORY COMMITTEE ON EDUCATION TO THE OECD

Frank Jones (General Secretary) and Miriam Hamilton (Deputy General Secretary)

EQUALITY

Equality issues are a standing item on the Executive Agenda of IFUT and the following are a sample of some of the issues dealt with over the last year:

International Women's Day

IFUT representatives and officials, led by our President, participated in the National Women's Council of Ireland (NWCi) rally 'No Woman Left Behind' which was held to mark International Women's Day. We had IFUT's new banner, *Organising for Equality and Decent Work in Higher Education* which will be utilised at future events.

The President and his wife, Michael D. and Sabina Higgins, hosted an event to mark International Women's Day in Áras an Uachtaráin. IFUT were represented at the event by Fiona Lee, Assistant General Secretary. The President particularly highlighted the precarity of employment for many academics in higher education at the event.

Gender Equality

The Citizen's Assembly on Gender Equality issued a number of recommendations, which are now being considered by the Oireachtas Joint Committee on Gender Equality. Ivana Bacik, TD, is the Chair of this Committee, and IFUT via ICTU will be engaging with Ms Bacik on the varying recommendations that impact on our members.

The *Gender Pay Gap Information Act 2021* is now law and will require organisations with over 250 employees to report on their gender pay gap in 2022. Employers will be required to publish a statement setting out their opinion for the reasons for any gender pay gap. ICTU's

position is that employers must discuss the gap with workers and their representatives and agree a joint approach to tackling any gaps identified in an effective manner. IFUT will be pursuing this approach with our employers.

Gender Equality in Higher Education

IFUT, via ICTU, will provide input to the Government's *National Strategy for Women and Girls* which is due for review this year. This Strategy includes measures to address the gender imbalance in higher education at senior levels.

The Athena SWAN Charter is a key pillar of Ireland's national Strategy for Gender Equality in Higher Education and contains explicit recommendations and actions for higher education institutes (HEIs) in relation to the attainment of Athena SWAN certification and eligibility for research funding. The *Public Sector Equality and Human Rights Duty* imposes a statutory duty on all public bodies to eliminate discrimination, promote equality, and protect human rights. Both Athena Swan and the Public Sector Equality and Human Rights Duty are tools which Branches may use to obtain wellbeing and equality-related policies for the improvement of our members' working conditions.

The second *National Review of Gender Equality* is being carried out by an expert group, on behalf of the Higher Education Authority (HEA). This review will assess

progress since the first review of its kind in 2016, the *HEA National Review of Gender Equality* in Irish Higher Education Institutions, and is expected to make five to ten high-level recommendations as to how, in their view, HEIs might enhance their equality policies and implementation to support gender equality. The expert group will consult with key higher education stakeholders and the HEA will also run an online consultation open to all staff in higher education. The final report will include an overview of gender equality in higher education, focusing on what has worked well, what has not, and what the next steps should be. It is expected to be published in late 2022.

Elimination of Violence and Harassment in the World of Work:

IFUT was represented at the ICTU webinar *How do we tackle male violence against women and girls in work and in society?* to mark International Women's Day which examined practical ways Trade Unions can use ILO Convention 190 on the elimination of violence and harassment in the world of work. The ICTU Women's Committee intends to build a model policy in relation to domestic abuse which Unions can utilise in their bargaining with employers. Victims are afraid to raise the issue and these fears need to be mitigated, particularly for precarious workers who suffer inter-sectionality issues in their workplace.

NUIG were the first university, and the first public sector employer, to implement a policy on Paid Domestic Violence Leave for employees. TCD, UCC, UCD and DCU have committed to introducing similar policies in 2022, which is very positive news.

Government have committed to introducing a statutory entitlement to paid domestic violence leave this year.

The Irish Human Rights & Equality Commission (IHREC) has published two new Codes of Practice which should assist IFUT with our work: *Code of Practice on Equal Pay* and *Code of Practice on Sexual Harassment and Harassment at Work*.

On behalf of IFUT, the President sent condolences on the tragic and appalling murder of Ashling Murphy, a young teacher who graduated from MICL only 3 months previously.

EU Worklife Balance Directive

The government has to implement the *EU Worklife Balance Directive* by August 2022. The Directive aims to make it easier for people working to balance their work and personal life, and to better combine their work with their parental and/or caring responsibilities. IFUT will push for the maximum benefits we can achieve and have them implemented into legislation for the benefit of our members.

To transpose the EU Directive on Work-life Balance into Irish law the *Work-life Balance Bill* will include the legal right to have flexible hours, which is broader than Remote Working on its own, as well as getting up to five days of unpaid leave to support family members with medical needs.

IFUT has input, via the ICTU Women's Committee, to the impending government policies on Remote Working and Flexible Working. IFUT members were invited to

contribute to the Public Consultation on Flexible Working, particularly regarding perceived barriers to taking the various types of Family Leaves that are available, to assist government to address any perceived issues.

The *Family Leave and Miscellaneous Provisions Act 2021*, extended Parent's Leave to five weeks for each parent of a child under the age of two and this will be extended to seven weeks from July 2022. The consequent benefit payment will also be extended for up to seven weeks. The *EU Work-life Balance Directive* requires nine weeks of paid non-transferable leave for each parent by August 2024, the provision of which will be considered in the context of the Citizens' Assembly on Gender Equality recommendations.

The ICTU has demanded major amendments to *The Right to Request Remote Work Bill 2022*. One of their key demands is that staff should have a legal right to appeal the reason for refusing a request to the Workplace Relations Commission (WRC). ICTU is also working with government on the *Right to Disconnect*.

A Blended Working Policy Framework has been implemented for the Civil Service and IFUT will pursue a similar type policy for our members.

Bullying at Work

A new Code of Practice on Bullying at Work was jointly published by the Health & Safety Authority and the Workplace Relations Commission earlier this year and IFUT will continue our work through our Branches and with employers to proactively address and

tackle issues of this nature brought to our attention.

Well-being

The Government's Report on a *Well-being Framework for Ireland* reflects an OECD model, one of the objectives is to identify specific areas for further research to address data gaps for integrating the framework with policy making over time.

Reproductive Issues

The *Organisation of Working Time Act amendment (Reproductive Health Related Leave) Bill* makes provision for Paid Leave of 20 days in respect of miscarriage and 10 days in respect of reproductive health related leave (ie IVF treatment, etc.). This Bill is now at the third stage in the Oireachtas.

The Department of Children & Equality issued a request to academics with an interest in research to examine the workplace experience of parents coping with pregnancy loss. This research would help inform Government policy on the issue, including developing legislation if required.

Mental Health

Two important publications, the ICTU *Trade Unions and Mental Health*, and a joint publication with the Irish Hospice Foundation *Grief in the Workplace* guide, have been circulated. These are both important tools to assist Branches with their work.

Members were informed of the Green Ribbon campaign being run by See Change which aims

to end mental health stigma. SeeChange has two publications which have been circulated to Branches to assist them in supporting members: *Mental Health Matters - A guide to ending mental health stigma in the workplace*, and in collaboration with Mental Health Ireland, a guide *A New Reality, Living with Covid-19, return to the workplace*. An MU member who works in the area of Mental Health had an article in our Newsletter with a particular focus on academia.

UN Commission on the Status of Women

IFUT is an affiliate of Education International (EI), and Fiona Lee, Assistant General Secretary attended the UN Commission on the Status of Women (UNCSW) as a delegate to the 66th session held in March. The UNSCW is calling for member states to prioritise plans towards a green and caring economy, to engage in social dialogue with workers and their Trade Unions, and to adopt ambitious national Just Transition plans, to ensure a gender transformative and inclusive Just Transition and world of work, and to increase public

investments in care, rebuilding the social organization of care and recognising the human right to care. EI's Education Paper was used as a basis for our delegation's input to the 66th Session. ICTU is a member of the Just Transition Alliance which issued a Joint Declaration on the issue.

The EU Commission has called for environmental sustainability to be at the core of EU education and training systems and there is an EU Council Recommendation on learning for environmental sustainability.

Recruitment

IFUT President, Anthony Harvey (RIA), consistently reminds us that **"EACH AND EVERY MEMBER IS A RECRUITER"**. In this regard, a joint report *The Union Voice in Ireland* was published by the Nevin Economic Research Institute (NERI), an ICTU funded body which IFUT contributes to, in collaboration with UCD Researchers. An important finding in the report was that women and younger non-members are more disposed to joining Trade Unions.



WITHIN IFUT WE HAVE A NUMBER OF COMMITTEES TO REPORT:

INTER-BRANCH: The Inter-Branch meetings were established via MS Teams once a month in response to the ever-changing situation during the early months of the Covid pandemic. The meetings allowed members from across the union to speak with other IFUT members and to share experiences. The group continues to meet once a month and a variety of topics have been discussed. The meetings are convened by Miranda Corcoran in UCC.

IFUT'S PRECARIOUS EMPLOYMENT CAMPAIGN STEERING GROUP was established this year. This group will coordinate the campaign actions of the union in tackling precarious employment at local and sectoral level.

COMMUNICATIONS GROUP: A working group has been established in 2022 including the General Secretary, Frank Jones, the Deputy General Secretary, Miriam Hamilton and three members of the Executive Council, Anthony Harvey, President, Angela Flynn, Outgoing President, and Kelly Fitzgerald, UCD. This group is working with Paddy Cole to identify ways to improve our communication with members.

MEMBERSHIP

The total membership of IFUT at 31 December 2021 was 2,673 compared to 2,613 at 31 December 2020. The breakdown of this is as follows (last year's figures are in brackets): 2,383 (2332) on higher rate of subscription; 290 (281) on lower; 27 (28) on leave of absence; and 443 (416) retired.

EXECUTIVE

The Executive met 8 times virtually and 3 times in-person in the course of the year.

The members of the Executive are: Anthony Harvey (RIA and President), Angela Flynn (UCC and Outgoing President), Enrica Ferrara (TCD and Vice President-Finance), Edward Lahiff (UCC), Kelly Fitzgerald (UCD), Liam Morrison (NUIG), Robert Galavan (MU), Michael Hinds (DCU), Des Carswell I (MICL), Benedict Ryan (RCSI), Caitriona Fitzgerald (ERC), and Deirdre Murphy (MIE and Central Branch).

TRUSTEES

Peter Murray (MU), Finin O'Shea (DCU), John Dunnion (UCD) were re-elected to serve as Trustees at the 2021 Virtual ADC.

COUNCIL

Council met three times during the year.

HEAD OFFICE STAFF

FRANK JONES,	General Secretary
MIRIAM HAMILTON,	Deputy General Secretary
UNA CROWLEY,	Assistant General Secretary
FIONA LEE,	Assistant General Secretary
PHYLLIS RUSSELL,	Secretary/Office Manager

IFUT NEWSLETTER

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

GENERAL DATA PROTECTION REGULATIONS (GDPR)

The General Data Protection Regulation (GDPR) came into effect on 25 May 2018. Trade Unions are now obliged to comply with Data Protection legislation as we process sensitive personal data. Fiona Lee, Assistant General Secretary, represents IFUT on the ICTU 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. IFUT Branches are using ifut.ie e-mail accounts and have a Dropbox account for filing documentation.

CONTRIBUTION RATES

There were no changes in the Subscription Rates for 2022. Rates are as follows:

For those on salaries of €33K or more	€35.00 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 for Life Membership	€170

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.

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. Further information on the TUI Credit Union is available in the Members' section of the IFUT website www.ifut.ie

FREE MEDICAL INSURANCE ADVICE & DISCOUNTS

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



Section 3. REPORT ON ADC 2020/21 MOTIONS

MOTION 1: IMPACT OF COVID 19

THIS ADC AFFIRMS that through the COVID-19 crisis, we have come to recognise the centrality of education in our lives and society, not just as an instrument of economics, but as something that structures our relationships to one another, transgenerationally, transnationally and transformatively. The people who know this best are those who do the work of educating, and those who support that work. Their experience, innovation and expertise should therefore be central to the envisioning of the future of education. Therefore;

CONFERENCE NOTES:

That the Covid-19 pandemic has imposed extraordinary demands on IFUT members, including a dramatic intensification of workload, unprecedented pressure on personal and family life and unreasonable expectations in terms of availability.

CONFERENCE CALLS upon the Executive to lobby and campaign to ensure that:

- 1: Our collective knowledge is recognised, and that all future-planning is based on a thorough and transparent process of consultation with our members.
- 2: Sufficient support is given by HEIs to staff to offer teaching and learning online through providing and funding essential equipment such as ICT and office equipment as well as technical support for home working.
- 3: There is a suspension of non-urgent committee work/meetings and an application of a no disadvantage policy

for staff in promotions processes and in research funding.

- 4: That due weight is given to teaching and academic coordination in promotion processes.
- 5: The ‘*right to switch off*’ is recognised by HEIs and Government, so that personal and family time at evenings and week ends is protected.
- 6: Vulnerable staff and those looking after children and/or elderly family members while working from home are not burdened with unreasonable teaching and admin loads.
- 7: Adequate protection is given to research time and annual leave and that additional teaching or assessment duties are not imposed during the summer period where leave is usually taken.
- 8: There is no premature return to face-to-face teaching at Level 5.

WITH REGARD TO THE EDUCATION SECTOR GENERALLY;

Conference calls for clear and on-going communication from government in relation to maintaining education during the Pandemic.

This is required not only to allow schools to be able to plan effectively for teaching and learning in different circumstances but also to ensure that students and parents continue to have confidence in the education system.

Parents also need clarity to plan for childcare and work commitments.

IFUT also calls for a plan of action to address the consequences of school closures on students’ learning. School closures have a major impact on children and young peoples’ learning and development. Detailed consideration is urgently needed to take account of the long-term impact on students, particularly those from disadvantaged backgrounds who may be at the highest risk of long-term disengagement from education.

Proposers: TCD Branch, DCU Branch, UCC Branch, ERC Branch

Action taken on Motion 1:

This motion is core to much of the work that we, in head office, and indeed each branch has been immersed in for the past two years. Our committees, in most cases, continue to engage locally with their respective management teams about COVID matters. This engagement is taking place less frequently due to the return to campus. The engagement at national level too is reducing but the relationships established between the ICTU Higher Education Group of Unions, and the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) is becoming more established. Specific matters, contained within that motion, such as the Right to Switch Off have become recognised, across the Trade Union movement as matters of priority and have been adopted as a part of ICTU policy with motions being passed at the recent ICTU Biennial Delegate Conference (BDC) on these points too.

MOTION 2: ACADEMIC FREEDOM

THIS ADC NOTES:

- The increasing incidence of threats to academic freedom, both nationally and internationally.
- That the Charter of Fundamental Rights of the European Union, in explicitly guaranteeing this right, states that: “The arts and scientific research shall be free of constraint. Academic freedom shall be respected.”
- That in higher education institutions in Ireland there is currently an increase in pressures for academic staff to record lectures live or in advance and that this can result in an increased threat to academic freedom.
- That Irish HEIs have a long tradition of working in collaboration with regulatory bodies and the Higher Education Authority in offering academic programmes in professional and clinical areas.

THEREFORE, THIS ADC CALLS ON IFUT TO:

- Re-affirm its commitment to promote academic freedom and the autonomy of Higher Education Institutions.
- Oppose any interferences by third parties in the management and delivery of professional programmes, which undermine the authority of the HEIs, the regulatory bodies and the Higher Education Authority.

SPECIFICALLY, THIS ADC CALLS ON IFUT TO:

Take all necessary measures to ensure that:

- (a) lecture recording remains entirely voluntary;
- (b) clear guidelines are agreed with the unions regarding who has access to the recorded lectures; how they will be used, including limitations on the subsequent use and/or re-use of this material, how they will be stored, and how they will be disseminated.
- (c) HEI's explicitly ban the re-running of previously recorded lectures during industrial action.
- (d) undertakings given or operated by employees during this current national crisis are not to be used as a precedent in any subsequent industrial relations discussion or design of future work practices.

Proposers: UCC Branch, UCD Branch, TCD Branch

Action taken on Motion 2:

This motion centres on Academic Freedom, both nationally and internationally. Our Outgoing President reported to the last Council meeting on IFUT's involvement with Scholars at Risk and other developments internationally involving other international organisations which IFUT has, through ETUCE and EI, supported. This motion called on us to continue to promote academic freedom in our day-to-day interactions with all across education, this we do. Specific calls were made about the recording of lectures. The AGS (UC) previously made a presentation on

this subject to the Council, and Executive Committee, and has called on Branches to feed into her with particular concerns. This work is very much on-going.

MOTION 3: CASUALISATION, PRECARIOUS WORKERS AND TEACHING FELLOWS

THIS ADC CALLS ON IFUT:

- to continue to fight to ensure that changes in the HE landscape resulting from the pandemic are not used as an opportunity to increase casualisation in the sector.

CONFERENCE ALSO NOTES THAT IFUT:

- vigorously opposes the exploitation of Teaching Fellows, and other precarious workers in Trinity College which constitute 50% of the workforce.

CONFERENCE THEREFORE CALLS ON IFUT:

- To support teaching staff who often hold similar qualifications and research portfolios to permanent members of staff and yet are not paid outside the teaching term. This generates an inequitable and unethical two-tier system within the university.
- To support the transformation of Teaching Fellows contracts from 9-months to 12-months in order to ensure that staff can avail of their summer break to prepare teaching materials for the following

academic year, submit funding applications, attend training, or study independently and keep up to date with their disciplinary fields.

- To protect Teaching Fellows' entitlement to pursue diversified career paths within their institution, including a promotion path leading to lectureship or research-oriented roles, and another path leading to senior teaching-oriented roles, depending on individual profiles.

Proposers: TCD Branch, UCD Branch

Action taken on Motion 3 complements Motion 8 on Research Staff. There are currently several initiatives underway in many Branches which address issues of precarity, casualisation and issues for particular grades, including but not limited to:

- DCU addressed an issue for hourly paid staff and the non-application of Public Service Agreements.
- MU's Branch are in dispute with the employer in relation to non-recognition for various grades of precariously employed staff and were unable to conclude negotiations on a collective agreement which did not include those staff.
- UCD have commenced discussions locally in relation to hourly paid staff and their terms and conditions.
- TCD have distributed a survey among various grades precariously employed.
- UCD have had a targeted recruitment drive among precariously employed staff.

- Our colleagues in MICL and others prepared a letter for the Oireachtas Committee on the topic.

To progress the motions we needed to have a greater degree of coordination of all of the work taking place within the Branches and to build on the successful initiatives of the Branches. The DGS proposed to the Executive that we convene a committee of 'IFUT's Precarious Employment Campaign Steering Group'. This committee has met twice, is chaired by the IFUT President, Anthony Harvey, and includes a range of activists from across our branches.

The role of this Committee is to assist IFUT to develop our campaign on these issues including:

- Developing our research, identifying who we are targeting and the issues we want to address.
- Developing messaging and communications material.
- Develop IFUT's political and industrial campaign strategy.
- Identify and develop our potential campaign allies.
- To coordinate and drive our campaign actions.
- Be spokespeople for the campaign.

MOTION 4: STAFF WELL BEING

This ADC recognises the huge toll that responding to the pandemic has taken on all workers in the higher education sector. There has been enormous effort made to ensure that the quality of educational opportunities provided to students in the Irish HE sector has been maintained as far as possible in difficult circumstances. Staff have gone online whilst at the same time coping with a myriad of caring responsibilities, including but not limited to children. This ADC encourages IFUT to proactively support initiatives to promote work-life balance and positive mental health among workers in the HE sector.

Proposer: UCD Branch Committee

Action taken on Motion 4:

Staff Well Being is a concern to all and related issues are reported on under the Equality section of this report.

Arising from Motion 4 the DGS advised the November Council of our intention to pursue a claim for enhanced Bereavement Leave across our Branches, as part of a suite of supports which should make up workplace staff wellbeing policies.

MOTION 5: HIGHER EDUCATION FUNDING

It is crucial that the Government prioritises investment in higher education as a public good, so as to guard against further erosion of the capability of the sector to provide not-for-profit education. This ADC calls on IFUT to underline the importance of Government support for students in these challenging times and urges it to continue to work to

create a higher education environment that is accessible to all students, regardless of their background.

This ADC calls on IFUT to continue to use whatever means available to lobby the Government for the increased funding that is urgently needed.

Proposer: UCD Branch Committee

Action taken on Motion 5:

The GS submitted a document to the Joint Oireachtas Higher and Further Education Committee on Future Funding of HE. The submission had a few cross-overs with the piece on the HEA Bill prepared in Head Office. This submission featured on our website and in our Newsletter. On foot of this paper the GS appeared before a hearing of the Joint Oireachtas HE Committee alongside our Irish Research Staff Association Colleagues and other relevant groups including the ICTU Higher Education Group and the Student Unions. This work is ongoing and we remain in contact regularly with the Education Spokespeople in the Oireachtas. We have been asking all to focus additional funding, in the first instance, towards addressing the student: staff ratios and to ensuring that employees are recruited on the appropriate grades i.e., where Lectures are required that Part Time Teaching assistants are not recruited.

MOTION 6: PROPOSED UPDATING OF THE HIGHER EDUCATION AUTHORITY ACT

Conference notes that the timing of recent consultation on the terms of the proposed updating of the Higher Education Authority Act by the Department of Further and Higher Education was wholly inadequate and disrespectful to staff in the higher education sector. Conference also believes that the process and consultation paper deliberately evaded the funding crisis in higher education.

Conference condemns unreservedly any attempt to curtail university autonomy and academic freedom of the kind envisaged in the consultation paper and calls upon the Executive to lobby and campaign against the following proposals:

- The proposal to reduce university governing bodies to 12 members which is unreasonable and will curtail representation of academic staff.
- The proposal for Ministerial nominees to constitute one-third (4 out of 12) of university governing bodies which would be a profoundly negative development and would allow external nominees more authority within an institution than its own staff.
- Proposals to give a statutory basis to performance frameworks, which are incompatible with academic freedom.

IFUT calls upon the HEA and Department of Further and Higher Education to revise these proposals fundamentally and adopt an

alternative approach which respects academic freedom.

Proposer: TCD Branch

Action taken on Motion 6:

Our former General Secretary (Joan) appeared before the Joint Committee on Education, Further and Higher Education, Research, Innovation and Science in mid-July 2021 after making a comprehensive submission to the Joint Committee in June outlining IFUT's concerns with the proposed changes to the 1971 legislation. The Committee's work culminated in a report published on 28th September 2021.

The main concern expressed in the Motion centres around governing bodies. It can be seen from the report from the Joint Committee, by looking to their recommendation, that these concerns have been taken on board by the Committee.

The report makes 36 recommendations, the most notable from an IFUT perspective being:

1. Need for additional funding across the sector.
2. Need for more clarity on Institutional Autonomy.
3. Need for the HEAs to have a designated role in supporting research and the provision of research funding.
4. The need to increase the number of governing board members.
5. The need to ensure staff representation, and trade union representation on governing authorities.

6. The need to remove the limit of 70 on Academic Councils.

This motion, developed by the TCD Branch, and supported across the entire membership requires us to continue to push for the recommendations contained within the report to affect the draft legislation and to shape the final legislation. There's still 'a way to go'.

It's fair to say that our impact hasn't had the desired effect and our pre-Bill concerns remain. Our submission to the Joint Oireachtas Higher and Further Education Committee on Future Funding had a few cross-overs with the piece on the HEA Bill. We have met with some of the opposition and Government Education Spokespeople to raise our concerns with the Bill as the Bill is currently drafted. Our lobbying and regular contact with members of the Joint Oireachtas Committee will continue as the Bill is debated over the coming months. We are aware and supportive of the fact that members and branches are reaching out to members of the committees too with their input.

Reason for Reform

The higher education sector has been transformed since the HEA legislation was first put in place 50 years ago. In 1971 there were approximately 20,000 students in higher education and this has increased to over 200,000 students in the present day. The HEA is now responsible for a much more extensive and diverse higher education sector. In 1971 the HEA's remit covered a small number of universities and its remit has now expanded to an increased number of universities, new

technological universities and institutes of technology.

The GS reported to the Executive on this Bill and our involvement in trying to shape the legislation through our lobbying and representation efforts. Unfortunately we were not able to secure all of the changes we desired and our pre-Bill concerns remain. The GS, together with our media consultant composed an IFUT position paper to assist our lobbying work. Some members and branches provided input to this document.

The GS submitted a document to the Joint Oireachtas HE Committee on Future Funding of HE which has a few cross-overs with the piece on the HEA Bill. The GS expects that this piece will secure for us an appearance before the Committee which will provide us with yet another opportunity and audience in front of whom we can argue our case for increased funding to address precarity across the sector and to tackle the student : teacher ratio.

The GS will work on the proposal with the EC. This Act is core to IFUT's objects and we can deal with autonomy and AF under this heading. It is disturbing that there is no mention of autonomy which is recognised in the Universities Act. The President of Ireland is very vocal about the importance of AF and the value of universities. The proposal will capture points made on modelling universities on corporate entity which is not the way to go and inconsistent with what governments do themselves such as Education Training Boards with membership of over 20, Fingal CC have 40 and Dublin 53 members, these are points to be made.

IFUT should be encouraging and educating our members and students, who are a massive cohort, on the impact it may have on them. It was noted that universities are also concerned about aspects of the Bill.

The GS clarified that the Bill is now at Stage 3 in the Oireachtas, lobbying is now important. IFUT have started discussions with the opposition and these will continue throughout the summer.

MOTION 7: FREE UNIVERSAL CHILD CARE PROVISION

The pandemic has highlighted the negative effects that can occur when access to essential services and facilities is impeded, either through cost or because of restricted availability.

IFUT believes that universally available, high-quality all-day childcare provision would be of major benefit to society.

In particular, this will be of benefit to women who are disproportionately disadvantaged by the difficulties experienced when trying to access such provision. (IFUT notes, however, that the availability of childcare must be without prejudice to the rights of parents/guardians to access relevant forms of leave and support in order to provide care for their child(ren) in a manner that suits their own families.)

The IFUT will campaign with others for the introduction of universally available, high-quality childcare provision (including

after school care) for all children whose parents/guardians wish to avail of it, funded through central taxation and free at the point of use.

Proposer: ERC Branch Committee

Action taken on Motion 7:

This Motion calls on IFUT to campaign with others for the introduction of universally available, high quality childcare provision for all children whose parents/guardians wish to avail of it, funded through central taxation and free at the point of use.

We therefore examined all existing childcare campaigns which we could lend support to. While there are many position papers and reports from groups including the National Women's Council of Ireland (NWCi) and the ICTU, the most active campaign on the issue from a Trade Union perspective is the Big Start Campaign.

The campaign is highlighting many issues in the sector including the poor conditions of workers in the sector who are often paid little more than the minimum wage, laid off during the summer with few additional benefits. The campaign says the root cause of this is Ireland's lack of proper investment in the sector; the lowest in the OECD. The result of which is sky high costs for parents, which as a result is conversely among the highest in Europe. SIPTU who are leading the campaign are bringing stakeholders together including Barnardos, The National Childhood Network, the ICTU and the USI to join the campaign. Their strategy is two-fold; a political campaign to persuade the government to increase investment in the sector, and an organising drive to increase Union density and secure a

JLC for workers in the sector.

The DGS has spoken to the Lead Organiser of the campaign to see if there are ways IFUT could support the campaign. The focus of the campaign currently is on the talks taking place for a JLC. The campaign organiser has indicated they would welcome the support of IFUT and will revert with possible ways we can take part. They have also offered their full support to any organising initiatives within IFUT which perhaps would take inspiration from their campaign due to the similarities of the issues for many workers within our sector.

MOTION 8: RESEARCH STAFF

Research staff, alongside lecturing staff on fixed/precarious/casual contracts, are vulnerable members of our community and face particular issues with respect to employment insecurity.

We therefore propose that IFUT should pursue every initiative to recruit researcher staff to its ranks and to secure a professional career structure within the higher education sector.

Proposer: UCC Branch

Action taken on Motion 8:

The DGS reported on progress underway with this motion which is being driven principally by some Branch Committee members in UCC, Miranda Corcoran and Brendan Palmer. This motion has some common ground with **Motion 3** on Casualisation, Precarious Workers and Teaching Fellows proposed by TCD and UCD Branches.

Head Office (HO) have offered support to colleagues in UCC to develop an organising plan for researchers and precarious workers in UCC for this year. This includes identifying objections from non-Union colleagues to ensure as we develop material our messaging deals with those objections. We have updated flyers for distribution to both existing members and activists and potential new members. The existing activists are identifying people to form a dedicated organising committee to plan the organising activities for the year ahead and they are mapping our existing members to see where our growth opportunities lie and to set targets to assess the success of the organising effort.

HO will stay engaged in the work of the organising committee in UCC and to assist them to hone their materials, approach and skills in organising and to then borrow from their experience to roll out similar projects in other interested Branches.

MOTION 9: PAYMENT FOR MARKING OF EXAMINATIONS

In light of the restoration of similar allowances across the public sector, this motion calls on the IFUT leadership to seek the restoration of the 25 per cent reduction to payments for the marking of examinations which was introduced during the financial crisis. If necessary the 1% sectoral bargaining fund in the latest pay agreement should be used for this purpose.

Proposer: David Humphreys, UCC
Seconder: Ray Donnelly, UCC

Action taken on Motion 9:

This motion focused on restoring the 25% reduction to the payments for making of scripts. IFUT have raised this matter locally with university management as the approaches taken by each of the institutions differed locally. The DGS reported to the Executive Committee that this is likely a matter that we will have to take up in our discussions for a successor to the current Public Sector Agreement, Building Momentum.

The DGS advises that Exam Marking Fees were reduced in the Haddington Road Agreement. Since then there have been a number of Agreements in the public sector which reversed many of the HRA measures, including new entrant rates, overtime and premia payments and additional hours. However, the Exam Marking Fees reductions provided for in the Education Sector section of the HRA remain on the books unless or until specifically addressed by subsequent agreements. The current Public Service Agreement, Building Momentum, did not specifically reverse these measures and therefore they continue to apply to our members. IFUT took the decision that the 1% sectoral bargaining fund which was introduced in Building Momentum should apply as a general round pay increase for all of our members in February 2022. The Union and employer side agreed to enter discussions on a successor agreement to 'Building Momentum' in the summer of 2022. Through IFUT's representation on the ICTU Higher Education Group and the Executive Council of ICTU, we will raise the Exam Marking Fees as an issue to be included for discussion in the next pay talks.

MOTION 10: BULLYING AND HARASSMENT IN THE WORKPLACE

This ADC proposes that Bullying and Harassment in the Workplace must be acknowledged by employers as a matter of real crisis, rather than a short-term *cause célèbre*, and that institutionalized abuses of power come not only from failures of policy and practice, but an absence of protection for those attempting to call out such abuse. We call on our employers to put in place robust measures to ensure such protection, complemented by a regular systemic review of cases that arise to support improvements in policy and practice.

Proposer: DCU Branch

Action taken on Motion 10:

This Motion has elements in common with **Motion 4**. We also reported on work taken on this motion in the Equality section of this report.

APPENDICES

A BRANCHES, BRANCH SECRETARIES & CENTRAL BRANCH CONVENORS 2021/22

B COUNCIL & EXECUTIVE 2021/22

C IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2021/22

APPENDIX A

BRANCHES, BRANCH SECRETARIES & CENTRAL BRANCH CONVENORS 2021/2022
(FIRST FIGURE IN BRACKETS, MEMBERSHIP AT 31 DECEMBER 2021;
SECOND FIGURE, MEMBERSHIP AT 31 DECEMBER 2020)

DUBLIN CITY UNIVERSITY (209/207)
SECRETARY: MICHAEL HINDS

EDUCATIONAL RESEARCH CENTRE (17/15)
SECRETARY: CONALL Ó DUIBHIR

MARY IMMACULATE COLLEGE, LIMERICK (169/168)
SECRETARY: DES CARSWELL/JOHN O'SHEA

MAYNOOTH UNIVERSITY (406/386)
SECRETARY: SUSAN GIBLIN

NATIONAL UNIVERSITY OF IRELAND, GALWAY (141/132)
SECRETARY: ALASTAIR MCKINSTRY

ROYAL COLLEGE OF SURGEONS IN IRELAND (86/86)
SECRETARY: CELESTE GOLDEN

TRINITY COLLEGE DUBLIN (459/462)
DUBLIN DENTAL HOSPITAL (9/9)
SECRETARY: PAULA HICKS
LIBRARY CONVENOR: NICOLE SEABROOK

UNIVERSITY COLLEGE CORK (585/576)
SECRETARY: JACQUI O'RIORDAN

UNIVERSITY COLLEGE DUBLIN (517/492)
SECRETARY: LENNON O'NARAIGH

CENTRAL (76/70)
ALL HALLOWS COLLEGE (1/1) C/O HEAD OFFICE
HEALTH RESEARCH BOARD (2/2) C/O HEAD OFFICE

DUBLIN INSTITUTE FOR ADVANCED STUDIES (17/19) C/O HEAD OFFICE
MARINO INSTITUTE OF EDUCATION DEIRDRE MURPHY, EDUCATION (13/11)
KATHLEEN MITCHELL, GLOBAL DIVERSITY

MILLTOWN INSTITUTE OF THEOLOGY & PHILOSOPHY C/O HEAD OFFICE (3/3)
ROYAL IRISH ACADEMY (34/35) CONVENOR - ANTHONY HARVEY

ST CATHERINE'S COLLEGE OF EDUCATION FOR HOME ECONOMICS C/O HEAD OFFICE (5/5)

APPENDIX B

COUNCIL & EXECUTIVE 2021/22

*(EXECUTIVE: PRESIDENT AND 10 MEMBERS)

BRANCH ENTITLEMENT

DEPARTMENT

DCU 4/7

*MICHAEL HINDS
SUE MILLER
RUTH MCMANUS
MIRIAM RYAN

ENGLISH
LIBRARY
HISTORY & GEOGRAPHY
EDUCATION

ERC 2/2

CONALL O DUIBHIR
*CAITRIONA FITZGERALD

EDUCATIONAL RESEARCH CENTRE
EDUCATIONAL RESEARCH CENTRE

MICL 3/6

DARACH SANFEY
*DES CARSWELL
GERARD ENRIGHT

FRENCH
EDUCATION
MATHEMATICS & COMPUTER STUDIES

MU 5/9

LIAM MACAMHLAIGH
MARIE CULLEN
PHILIPP ROSEMAN
*ROBERT GALAVAN
SUSAN GIBLIN

FROEBEL
LIBRARY
PHILOSOPHY
BUSINESS AND LAW
TEACHING AND LEARNING

NUIG 3/6

ALASTAIR MCKINSTRY
BREANDÁN Ó COCHLÁIN
*LIAM MORRISON

ICHEC
CHEMISTRY
EARTH OCEAN SCIENCES

RCSI 4/5

*BENEDICT (BEN) RYAN
CELESTE GOLDEN
JUDY HARMEY
THERESA KEANE

PHARMACY
ADMISSIONS OFFICE
PHARMACY
INSTITUTE OF LEADERSHIP

TCD 9/10

AIDAN SEERY
CORMAC Ó CUILLEANÁIN
DARREN FAYNE
DONALL MACDONAILL
ELIZABETH CULLETON-QUINN
*ENRICA FERRARA (VP-FINANCE)
HUGH GIBBONS
IMACULADA ARNEDILLO SANCHEZ
PAT WALL

UCC 10/10 + OUTGOING PRESIDENT

AILEEN BURTON
AMIN SHARIFI ISALOO
*ANGELA FLYNN (OUTGOING PRES)
*EDWARD LAHIFF
FÉILIM Ó HADHMAILL
JAMES CUFFE
JENNY BUTLER
JOHN DORAN
MICHAEL DELARGEY
MIRANDA CORCORAN
NOREEN BYRNE

UCD 10/10

EMMA SOKELL
JOE BRADY
JOHN DUNNION
*KELLY FITZGERALD
LENNON O'NARAIGH
MARIE CLARKE
MAUREEN KILLEAVY
REGINA JOYE
RUSSELL HIGGS
TINA HICKEY

CENTRAL 4/4 + PRES

ALAN JACOB
JOSEPH FLAHIVE
LISA MARIE GRIFFITH
*ANTHONY HARVEY (PRES)
SANDRA AUSTIN

EDUCATION

ITALIAN
BIOCHEMISTRY & IMMUNOLOGY
CEIMIC
PHYSIOTHERAPY
ITALIAN
COMPUTER SCIENCE
COMPUTER SCIENCE
EDUCATION

NURSING & MIDWIFERY

SOCIOLOGY
NURSING & MIDWIFERY
FOOD BUSINESS AND DEVELOPMENT
APPLIED SOCIAL STUDIES
EDUCATION
STUDY OF RELIGIONS
ACCOUNTANCY
EDUCATION
ENGLISH
FOOD BUSINESS AND DEVELOPMENT

PHYSICS

GEOGRAPHY
COMPUTER SCIENCE
IRISH, CELTIC STUDIES, IRISH FOLKLORE & LINGUISTICS
MATHEMATICS & STATISTICS
EDUCATION
EDUCATION
NURSING & MIDWIFERY
MATHEMATICS
PSYCHOLOGY

IT, RIA

DMLCS, RIA
DRI, RIA
DMLCS, RIA
SESE, MIE

IN ADDITION TO THE PRESIDENT EX-OFFICIO, THERE WERE ENTITLEMENTS TO 70 REPRESENTATIVE PLACES, OF WHICH 54 WERE FILLED. THEREFORE, THERE WERE 54 PEOPLE ON COUNCIL OUT OF A POTENTIAL 70.

APPENDIX C

IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2020/21

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)

STANDING COMMITTEE ON EQUALITY

EUROPEAN COUNCIL OF DOCTORAL CANDIDATES & JUNIOR RESEARCHERS (EURODOC)

IRISH CONGRESS OF TRADE UNIONS (ICTU) & ITS COUNCILS OF TRADE UNIONS IN DUBLIN, KILDARE, CORK AND GALWAY

IRISH LABOUR HISTORY SOCIETY (ILHS)

NATIONAL WOMEN'S COUNCIL OF IRELAND (NWCi)

NEVIN ECONOMIC RESEARCH INSTITUTE (NERI)

PEOPLE'S COLLEGE (ICTU)

STANDING CONFERENCE ON TEACHER EDUCATION, NORTH AND SOUTH (SCOTENS)

JOIN



ORGANISING FOR EQUALITY
AND DECENT WORK IN HIGHER EDUCATION

TODAY

www.IFUT.ie

Organising for Equality and Decent Work in Higher Education



IFUT

Irish Federation of University Teachers
Cónaidhm Éireannach na Múinteoirí Ollscoile