

EDUCATION

★ QUALITY ★

EMPLOYMENT

**Quality Education**  
**Quality Employment**

Achieving Results  
Through Engagement  
& Shared Experience

IFUT  
Annual  
Delegate  
Conference  
2023



**IFUT**

Irish Federation of University Teachers  
Cónaidhm Éireannach na Múinteoirí Ollscoile

[ifut.ie](http://ifut.ie)



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## PRESIDENT'S FOREWORD



This year, we in the Irish Federation of University Teachers are holding our Annual Delegate Conference in a venue new to us, namely the Clayton Hotel in Ballsbridge. We hope all our member-delegates, as well as our distinguished outside speakers and fraternal guests, will enjoy our gathering in the salubrious Victorian surroundings of the hotel's Thomas Prior Hall.

The new venue is not the biggest change for 2023 that we have tried to bring to the ADC, or rather to its social context within IFUT. For the first time this year, an invitation to dinner on the evening of the Conference has been extended — provided they signed up for it in time! — to every delegate present (along with overnight accommodation for those travelling a distance in order to attend).

This gala dinner should provide an additional and enjoyable opportunity for all of us to get to know our counterparts from across our Union's branches, and to explore what we have in common as IFUT activists in the various institutions that employ us.

This year's innovations serve also to emphasize the special nature of "ADC Day". IFUT at all times consists of and exists for its members, but this particular day in the year brings out the reality of that particularly strongly. A very effective Council has been in place since last May and deserves the thanks of our whole Union; but it has now duly been dissolved, and the newly elected Council is not yet in place. The Executive has had a particularly tough year, and I know that all of our Head Office staff will join me in thanking for their enduring support as well as for their wisdom so generously provided; but the new Executive has not yet come in, and the outgoing one persists only in a shadowy form on ADC Day (namely as the Standing Orders Committee that oversees any procedural matters arising). Apart from delivering an address, the President's role on ADC Day is simply to chair the contributions. Our Head Office staff have put huge work into planning and organizing the occasion, to the extent that we can hardly thank them enough; but on the Day itself, their main task (apart from running things efficiently!) is to report to IFUT's members, to listen to them, and to ensure that their interests are being looked after appropriately.

One of our Union's greatest strengths and virtues is that we are a democratic and collegial organization, rather than a managerialist one directed from the top down; but as outlined above, on this particular day even the temporary, elected hierarchical structures that we need for the rest of the year are in abeyance. The Annual Delegate Conference really does belong to you, the members of IFUT gathered for the purpose! What is more, the year ahead belongs to you as well, since it is your decisions on the various motions up for debate today that will determine, authoritatively, the policies that our Union adopts on your behalf up until the next time we meet together collectively in this way. Together with each of IFUT's guests, every one of you is particularly welcome.

Bainnígí taithneamh agus bua as an lá!

**ANTHONY HARVEY,  
PRESIDENT**



## MESSAGE FROM GENERAL SECRETARY

**DEAR DELEGATES, GUESTS, AND SPEAKERS,**

As your General Secretary, it gives me great pleasure to welcome you all to the IFUT Annual Delegate Conference. I hope that this booklet containing the agenda, motions and reports is helpful and informative. I encourage you to use our ADC as an opportunity to network with fellow IFUT members, friends and supporters of our organisation in the higher education sector and beyond.

This year's conference theme is "*Quality Education, Quality Employment; Achieving results through engagement and shared experience*". Our guest speakers, Professors Michael Doherty and Howard Stephenson, will contribute to our debate on this theme with their extensive experience relating to collective bargaining and building collective strength and power.

### **"IFUT IS THE VOICE OF ACADEMICS IN HIGHER EDUCATION"**

IFUT is the voice of academics in Higher Education and as such we understand the critical role our members play in shaping the future of our society. It is our responsibility to communicate this vital role to policy makers and stakeholders.

People working across higher education and research face enormous challenges. Within the university, our members have demonstrated their resilience and dedication as they adapted to new forms of working and engaging with students and colleagues during the Covid pandemic. Covid restrictions are lifted but the workplace remains changed. The pandemic highlighted the need for investment in infrastructure and resources to address the digital divide. Our members continue to face the challenge of an under-funded higher education system and the resulting impact on workload, student ratios, administrative work and more. Beyond the walls of their classroom and lab, our members are dealing with significant challenges for our society. Many IFUT members are for instance working tirelessly to develop research and an understanding of the ways to tackle the climate crisis.



Our members continue to face emerging challenges. Artificial Intelligence presents significant challenges that must be addressed to ensure that it is used ethically and effectively in higher education. The growth of AI, despite its many potential benefits, will change how we engage with our students. This afternoon we will debate motions including a motion related to AI. I encourage you all to contribute to the debate and to shape our priorities for the year ahead.

### **"WE UNDERSTAND THE CRITICAL ROLE OUR MEMBERS PLAY IN SHAPING THE FUTURE OF OUR SOCIETY"**

I appreciate the support of all those who have helped IFUT over the past year, including our branch activists, trustees, Council members and members of the Executive Committee. Your input, dedication and insight have made us stronger.

I am especially grateful to our outgoing President, Dr Anthony Harvey, for his effective leadership and for all of his work on behalf of our members. Today marks the end of Dr Harvey's two-year period as IFUT President and he will now become the Chair of the IFUT Council for the next year.

In solidarity,

**FRANK JONES,  
GENERAL SECRETARY**



## AGENDA

### ANNUAL DELEGATE CONFERENCE 2023 11:00 Saturday 6th May 2023 THOMAS PRIOR HALL, THE CLAYTON HOTEL, BALLSBRIDGE

- 10:15** Registration Opens - tea and coffee will be available
- 11:00** (PUBLIC SESSION)
- Opening of Conference
  - Welcome Address - Anthony Harvey, President
  - Welcome Address - Frank Jones, General Secretary
  - Standing Orders Report - Emma Sokell, Chair of Standing Orders
  - Election of Tellers
  - Proceedings of 2022 ADC
- 11:15** Presidential Address
- 11:35** Address by General Secretary Proposing the 2021/22 Annual Report
- 11:45** Guest Speakers followed by Q&A Session
- Professor Michael Doherty 'Collective Bargaining & the Industrial Relations landscape in Ireland'
  - Professor Howard Stephenson 'Trade Union Renewal'
- 13:00** Lunch Break
- 14:00** (Private Session)
- Adoption of IFUT Accounts Vice President Finance
  - Appointment of Auditors
  - Election of Trustees
  - Comments on Section 2 of Annual Report
- 14:15** (PUBLIC SESSION)  
Debate on Motions and Comments on Sections 1 & 3 of Annual Report
- 16:30** Closing Remarks
- 17:00** Conference Closes

## GUEST SPEAKER – PROFESSOR MICHAEL DOHERTY

**MICHAEL DOHERTY** is Professor of Law, and Head of the School of Law & Criminology, at Maynooth University (Ireland). His expertise lies in the areas of Irish and EU employment and labour law, industrial relations, and social dialogue. He has published widely on all of these topics in international books and journals, has worked on a number of EU-wide projects on cross-border working terms and conditions, and is a member of several European research networks looking at employment and labour law and policy in the EU. From 2021-22, he was Chair of the High-Level Group on Collective Bargaining, which published its report in October 2022.



## GUEST SPEAKER – PROFESSOR HOWARD STEVENSON

**HOWARD STEVENSON** is Professor of Educational Leadership and Policy Studies in the School of Education, University of Nottingham. His research interests relate to education policy and education sector industrial relations. He has undertaken research projects for Education International, ETUCE and several individual education trade unions. He is co-author of 'Lessons in Organising: What trade unionists can learn from the war on teachers' (Pluto Press, 2023).



## MIND THE GAP

### THE GENDER PAY GAP IN HIGHER EDUCATION by Miriam Hamilton and Robert McNamara

In December 2022 Irish Higher Education Institutions with over 250 employees published their Gender Pay Gap reports. These reports are a requirement of the new Gender Pay Gap Information Act 2021.

The main objective of the Act is to promote transparency and accountability within workplaces relating to their Gender Pay Gap (GPG), with the goal of achieving greater equality. The Act requires employers to identify what the gap is, and what they intend to do to address this gap. While the Act does not explicitly address issues of equal pay or gender discrimination, the lack of pay transparency can pose a significant barrier for those seeking to prove such violations.

The new requirements apply to employers with 250 or more employees in 2022 and 2023. In 2024 workplaces with 150 or more employees will need to publish reports and in 2025 the provisions of the Act will apply to those with 50 or more employees. All public and private sector employments are covered by the legislation.





IFUT Deputy General Secretary, Miriam Hamilton

### WHAT DO THE REGULATIONS REQUIRE?

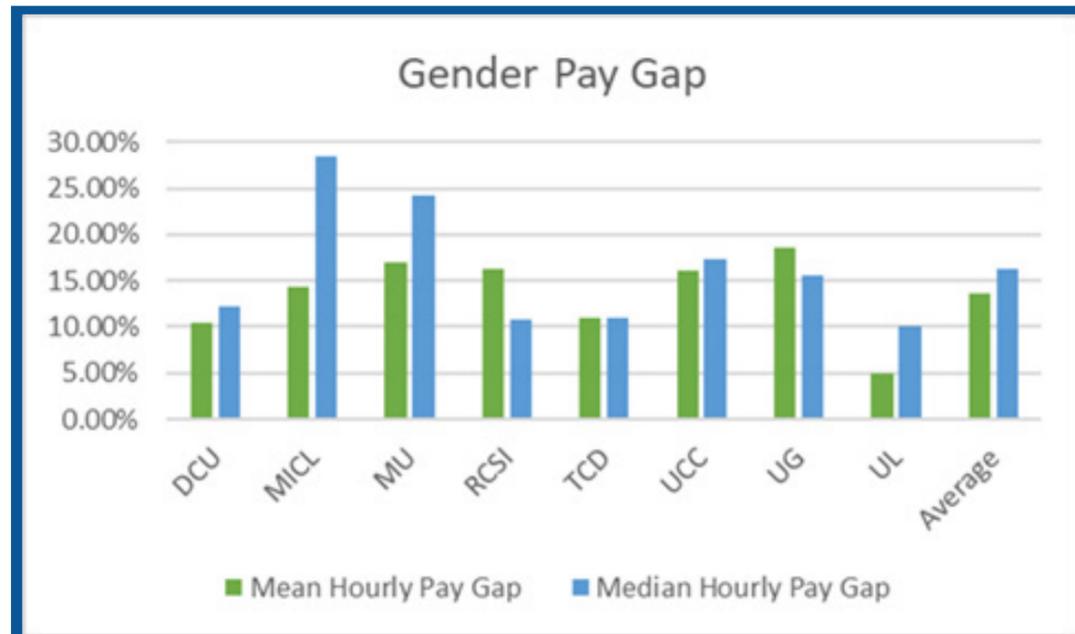
Employers must provide information on the percentage difference in mean and median hourly pay between male and female employees, as well as part-time and temporary employees. They must also report on the difference in bonus pay between male and female employees, as well as the percentage of employees of both genders who receive bonuses or benefits in kind. In addition, they must report the percentage of male and female employees in each remuneration quartile pay band.

### THE BROADER ECONOMY

PwC Ireland conducted an analysis on the gender pay gap reports of approximately 500 companies that disclosed their gender pay gap information. The purpose of the analysis was to evaluate the data reported and identify the primary trends. PwC Ireland found that Irish organisations which published reports in December 2022 had a mean gender pay gap of 12.6%. This figure is higher than Ireland’s latest available national gender pay gap of 11.3% (in 2019) and slightly lower than the EU average gender pay gap of 13% (in 2020), as per Eurostat data.

### THE SECTOR

The data in the table below represents the mean and median hourly pay gap between men and women in different institutions across the higher education sector. The data was gathered from the respective institute’s gender pay gap reports. The data shows that the average mean hourly pay gap across all institutions is 13.60% which is higher than the PwC analysis. The average median hourly pay gap is 16.17%.



### HIGHER EDUCATION INSTITUTIONS GENDER PAY GAP REPORTS

UCD, DCU, TCD, MU, MIC, RCSI, UCC and UG have all published their Gender Pay Gap reports. As the reports are all based on a snapshot of the employee numbers in each institution in June 2022, we understand that the figures provided are not an accurate reflection of the employment of hourly paid or temporary staff. There are thousands of employees in this cohort across the sector and many of them are not employed in June of each year.

### UNIVERSITY COLLEGE DUBLIN (UCD)

The mean gender pay gap in UCD is 10.77%, and the median is 10.14%. This figure is for core funded employees, excluding hourly paid workers.

In UCD there are 4,248 hourly paid employees, 60% of whom are women. While the UCD report states “Hourly pay for workers in this category tends to be either equal or more favourable towards women”, the report confirms “UCD does not retain hourly remuneration data in respect of all hourly paid workers”.

The UCD report states that “a significant contributor to the current gender pay gap is the lower number of women than men in senior academic roles”. Females make up 40% of Professor grades and only 28% of Full Professors are female.

Part time employees have the highest gender pay gap and there are more women than men on part time contracts. In relation to temporary contracts, “there are more females on temporary contracts in the upper quartile” in research roles, however “men in the upper quartile have a higher mean and median hourly rate of pay”.

### DUBLIN CITY UNIVERSITY (DCU)

The mean Gender Pay Gap in DCU is 10.45% and the median gap is 12.45%. The DCU workforce is 55.49% female and 54% of senior management positions are filled by women.

According to the DCU report “The Gender Pay Gap... appears to be driven by the greater number of female earners in the lower quartile earning groups when looking at total staff and the higher number of salaried staff who are male”.

### TRINITY COLLEGE DUBLIN (TCD)

The mean GPG in Trinity College Dublin is 11%, and the median gap is also 11%. When considering part time staff, the mean gap rises to 15% and the median gap is 22%. In TCD 48% of employees in the upper pay quartile are female, while 64% of employees in the lower quartile are female.

**“STEREOTYPES CAN RESULT IN MEN BEING TYPICALLY HIRED OR PROMOTED BASED ON THEIR POTENTIAL, WHILE FOR WOMEN THE FOCUS IS ON PAST PERFORMANCE”**

Addressing the reasons why the gap exists, the TCD report says “women’s ability to participate in the workforce is constrained by societal expectations that family-related duties will be carried out by females...” Not all the reasons for the gap are however down to societal expectations of females, and the TCD report says, “ambiguity around payscales can lead to female staff being paid less than male staff”. The report also confirms “stereotypes can result in men being typically hired or promoted based on their potential, while for women the focus is on past performance”.



## UNIVERSITY OF GALWAY (UG)

The University of Galway has calculated its Gender Pay Gap since 2019 and their 2022 report states that there has not been “a substantive improvement in the gender pay gap in our university since then”. They say “this is a matter of profound disappointment and distress” to the University Leadership Team.

In UG, the mean GPG is 18.6% and the median is 15.5%. In UG, “when we compare median hourly pay, a woman earns 84c for every €1 a man earns”. The mean 2022 GPG is most pronounced in the academic staff grades (mean gap of 21.3%). Females make up 50.1% of academics and 51.6% of researchers are female, however in the upper pay quartile of academic employees only 27.7% are female.

## MARY IMMACULATE COLLEGE (MIC)

Mary Immaculate College, Limerick has a mean GPG of 14.36% and a median gap of 28.43%. 71% of MIC staff are female however only 54% of employees in the upper pay quartile are female.

MIC, like all other institutions, highlights the role of Athena SWAN to address the gender pay gap.

## UNIVERSITY COLLEGE CORK (UCC)

University College Cork’s workforce is 56.5% female with females making up 62.47% of employees in the lower pay quartile, compared to 44% in the upper pay quartile. In UCC the mean GPG is 16.06% and the median gap is 17.37%.

UCC state that “the gender pay gap in UCC stems from the fact that proportionately more women are engaged in part time and temporary work than their male counterparts... there is a legacy of under representation of women at senior level”.

## MAYNOOTH UNIVERSITY (MU)

The mean GPG in Maynooth University is 16.99% and the median is 24.14%. Females make up 58% of the overall staff numbers, 67.2% of the workers in the lower pay quartile and 45.1% of workers in the upper pay quartile.

The report states “MU recognises the importance of addressing the gender pay gap to ensure we continue to attract, develop, and retain talented people”.

In MU there is a significant under-representation of female academics at the highest careers point; 39% of Professors are female.

## ROYAL COLLEGE OF SURGEONS OF IRELAND (RCSI)

The RCSI report that 66% of their staff are female including 59% of academics, 66% of research staff and 72% of professional service staff.

Females are therefore the majority group in all staff categories however only 34% of Professors are female, compared to 71% of lecturers.

The mean pay gap in the RCSI is 16.3% and the median gap is 10.7%. The mean pay gap rises to 37% for part time staff.

The RCSI is the only employer listed here which is not part of the public sector. Accordingly, its salary structures differ to those in the rest of the university sector and there are many RCSI employees who are not on an incremental salary scale and who receive performance related bonuses. In terms of bonuses, 22% of male employees in the RCSI receive bonuses and 23% of women received bonuses. However, the mean bonus pay gap is 37.6% and the median gap is 30.3%.



## TRADE UNIONS & THE GENDER PAY GAP

Tackling gender inequality is a core function of all trade unions and IFUT believe that collective bargaining in each institution, and sectoral engagement across the Higher Education Sector, is the route to fairer, more equal workplaces. The Gender Pay Gap reports provide an opportunity for IFUT to engage with employers in the sector to address structural issues which give rise to the GPG.

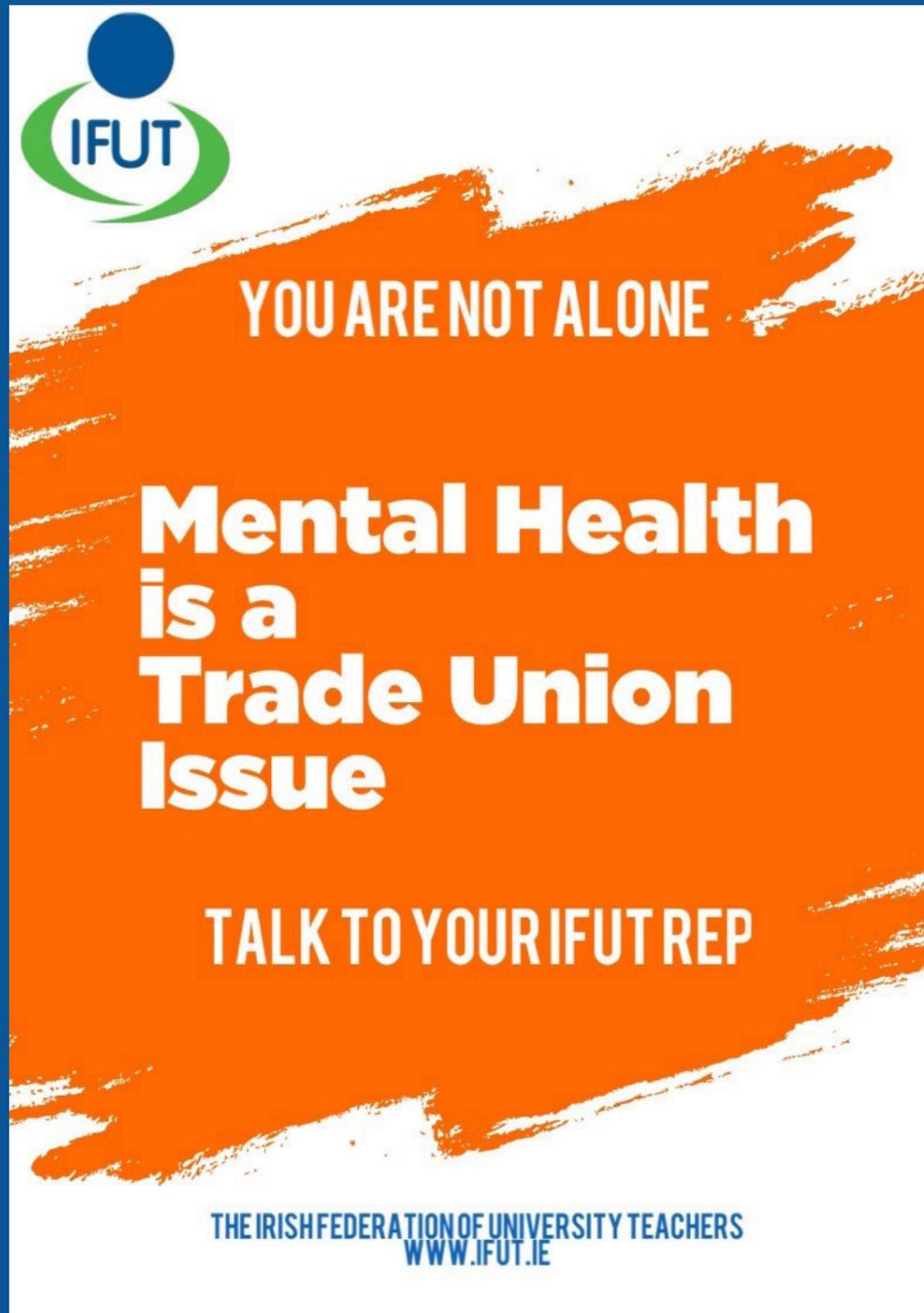
All the reports discussed above included details of the actions the employer is taking, or intends to take, to address the gender pay gap report. All the reports place a large emphasis on the role of Athena SWAN in addressing the gender pay gap. For example, the UCD and UCC reports mention Athena SWAN 10 times in each report. The UCD report fails to mention unions at all, and UCC mentions representative organisations once. Only TCD’s action plan specifically mentions the role of trade unions and the need to discuss pay scales with unions.

Some of the action plans include reference to examining workload allocation models, examining how hourly paid staff are employed and the conditions they are employed on, and drafting promotions, staff development, part time working, and other family friendly policies. These are issues which need to be discussed

with the representative bodies of workers in the employments. While EDI, Athena SWAN committees and others have a role, their role in tackling inequality cannot be at the expense of the trade unions. We cannot be silenced and side-lined while the terms and conditions of our members are discussed.

Gender pay gap reporting is a new and evolving area and trade unions need to be prepared. While it is the employer’s responsibility to collect and report the data, we can play an important role in initiating discussions about the reporting framework and agreeing on actions to address an identified gender pay gap. Without specific legislative requirements for employers to involve unions in gender pay gap reporting, we will need to ensure that the issue is brought into existing workplace consultation and collective bargaining structures.

**THE IRISH CONGRESS OF TRADE UNIONS (ICTU) HAS ISSUED A TOOLKIT ‘GENDER PAY GAP REPORTING: GUIDANCE FOR UNIONS ON CLOSING THE GENDER PAY GAP AND BRINGING THE ISSUE INTO COLLECTIVE BARGAINING’ IFUT BRANCHES SHOULD FAMILIARISE THEMSELVES WITH THIS GUIDANCE AND CONTACT HEAD OFFICE IF YOU WANT TO ORGANISE TRAINING, WORKSHOPS OR SEMINARS FOR MEMBERS IN RELATION TO THE GENDER PAY GAP.**



**MOTION 1: PRECARIOUS EMPLOYMENT IN HIGHER EDUCATION**

This conference calls on IFUT to continue and expand its campaign to eliminate all forms of precarious employment within the HE sector. Where short-term or limited-hours contracts are offered, they must be time-bound and offer a clear and timely pathway to full-time, permanent employment.

*Proposed by: UCC Branch*

**MOTION 2: : STAFFING LEVELS AND PRECARIOUS EMPLOYMENT IN HIGHER EDUCATION**

The TCD IFUT branch is concerned with the striking lack of urgency displayed by the Government in the implementation of recommendation 9 of the Oireachtas Report 2022, which advised that “the issues of Staffing Levels and Precarious Employment ... need to be reviewed urgently or by the end of 2022 at the latest” by the Minister in liaison with the Universities. While some efforts are being made locally to address issues of inequality, inconsistency and precarity being faced by staff, there appears to be insufficient progress in this engagement currently.

This Conference therefore calls on

1. The leadership of higher education institutions (HEIs) to support IFUT’s efforts to explore all possible ways in which greater job security, progression and benefits can be extended to precarious staff and their situation regularised.
2. The Minister for Further and Higher Education to monitor and assess progress made by each institution in their analysis of precarious posts within each HEI, to ensure that such an exercise takes place no later than June 2023.
3. The Minister in conjunction with the HEIs to produce a detailed list of actions by August 2023, specifying steps that will be taken to eradicate precarity as set out by Recommendation 9 of the Oireachtas Report 2022.
4. IFUT members to prepare for and support the possibility of industrial action if no progress is achieved in local or sectoral discussion with the Minister of Further and Higher Education and/or the HEIs in addressing precarity in higher education.

*Proposed by: TCD Branch*

**MOTION 3: ANTI-PRECARITY CHARTER**

This Conference commends the members and leadership of IFUT’s Precarious Employment Group for their work towards producing an Anti-Precarity Charter. Conference calls for continued support of our Union’s efforts in this area so that, when finalized, each Branch will be in a position to adopt the Charter.

*Proposed by: Deirdre Flynn (MIC)*

*Seconded by: Miranda Corcoran (UCC)*

*On behalf of the Precarious Employment Campaign Steering Group*

**MOTION 4: WORK-LIFE BALANCE**

The demands on workers in the Higher Education sector show no signs of lessening. Many workers are consistently forced to work hours in excess of a normal working week in order to get their work done. This has impacts on their work-life balances, and consequently on workers’ mental and physical health. This ADC calls on IFUT to work to determine the extent of the issue across the sector, so that steps can be taken to reduce excessive demands that are identified.

*Proposed by: UCD Branch*

### **MOTION 5: ATHENA SWAN**

Conference notes that whilst Athena SWAN describes its purpose as promoting gender equality in higher education and research, there are growing concerns that Athena SWAN has deviated from its stated goal. Conference is concerned that Athena SWAN committees often lack formal trade union representation and fail to address issues related to precarity, career progression, and its gender dimension. Furthermore, some institutions may be using the charter process to weaken collective bargaining processes and make unilateral changes to policies and practices that affect working conditions without consulting with trade unions.

Conference instructs the Executive Committee of IFUT to establish a working group to examine the experience of IFUT branches with the Athena SWAN process. Additionally, the group should collect information on how the concerns of precarious workers including teaching and research staff are addressed by the Athena SWAN process.

**Proposed by:** *Camilla Fitzsimons (MU)*

**Seconded by:** *Brendan Palmer (UCC)*

**On behalf of the Precarious Employment Campaign Steering Group**

### **MOTION 6: RESEARCH CAREER FRAMEWORK**

This conference calls on IFUT to continue and expand its campaign to establish a fit-for-purpose research career framework based on principles of secure employment and appropriate opportunities for advancement.

**Proposed by:** *UCC Branch*

### **MOTION 7: LEAVING CERTIFICATE RESULTS AND DELAYED START TO THE ACADEMIC YEAR**

IFUT Conference believes that the continuing delay in the release of the Leaving Certificate results following the conclusion of the Covid-19 emergency is unacceptable and has a range of damaging impacts on higher education, including:

- a delayed start for first year students
- a significant detrimental impact on the student experience
- the reduction of academic content in the first semester
- the likely prospect of increased workload for academic staff.

Conference calls on

1. The Department of Education and Skills, in conjunction with the State Examinations Commission, to make a commitment to releasing Leaving Certificate results earlier in the summer on a similar model to other European countries and establish a time-scale for implementing this commitment.
2. The Minister for Further and Higher Education to intervene effectively to ensure that the late release of Leaving Certificate results does not become a new norm.

**Proposed by:** *TCD Branch*

### **MOTION 8: DIGITAL COMMUNICATION**

Digital communication means that our work life now reaches into our home life. With social media, the direction of this reach is reversed: comments and posts meant for a non-institutional audience can now be monitored by the institutions that employ us. This raises the spectre of 24/7 accountability to our institutional employers, which do not always uphold values of unfettered debate and academic freedom. This ADC calls on IFUT to fact-find with other trade unions, to determine how widespread this 24/7 monitoring is in other sectors, and to develop a toolkit to counter this over-the-horizon threat to academic freedom.

**Proposed by:** *UCD Branch*

### **MOTION 9: AI TECHNOLOGY IN HIGHER EDUCATION**

In a cultural and political context where AI technology in higher education seems to be outrunning the capacity of people to manage it, this Conference calls upon Government and relevant agencies to provide all necessary supports to academics dealing with the workload implications of having to conceptualize new forms of assessment and make them work, in addition to playing cyber-detective.

**Proposed by:** *Executive Committee*

### **MOTION 10: CHALLENGING THE FAR RIGHT**

This ADC notes that:

- in Ireland and internationally, there has been a dangerous rise in far right activity involving racist, sexist, homophobic, and transphobic rhetoric, intimidation and campaign-building. These threaten the safety, wellbeing, autonomy and academic freedom of IFUT members and our students.
- the far right is also inherently anti-worker and anti-trade unionist, and that since the trade union movement is an important space to unify workers and demonstrate solidarity, we have a special role to play in challenging the far right.

This ADC calls on IFUT to:

- fully reaffirm the rights of refugees and migrants in Ireland and refuse to tolerate any form of bigotry, including racism, sexism, homophobia or transphobia in any of our workplaces;
- actively participate in the struggle against the far right by mobilising members to join marches, protests and campaigns against racism, sexism, homophobia, transphobia and the far right, as well as on issues such as housing, healthcare and education, which not only have an impact on the lives of IFUT members but are also crises fuelling fear and competition in society and the growth of far right ideas..

**Proposed by:** *ERC Branch*

### **MOTION 11: ACADEMIC FREEDOM**

Following the February Seminar hosted by the Irish University Association “Why Autonomy Matters for University Success” the ADC instructs the Executive Committee and branches of IFUT to condemn the IUA’s growing use of ‘autonomy’ as a condition of growth in the higher education sector. We note with concern the repeated references by the IUA to the need to rowback on protections such as academic freedom. Any strategic plans by university management to dismantle protections conferred by the Universities Act and public sector employment conditions should be condemned.

**Proposed by:** *MU Branch*

### **MOTION 12: HIGHER EDUCATION ACT 2022**

In the light of the enactment of the Higher Education Act 2022, and the consequent amendment of the Universities Act 1997, this conference calls on IFUT to lobby the Minister and Department of Further and Higher Education, Research, Innovation and Science, the HEA and the HEIs to ensure that staff from all categories are adequately represented on incoming governing authorities and that representatives are elected in an independent and transparent manner by the staff concerned.

**Proposed by:** *UCC Branch*

### **MOTION 13: MANAGERIALISM**

The ADC instructs the Executive Committee and branches of IFUT to condemn the growing culture of managerialism within universities and other HEIs at the expense of democratic models of governance. IFUT notes that the cost of an expanded upper administrative structure is inevitably greater precarity and exploitation among non-permanent teaching staff.

**Proposed by:** *MU Branch*

### MOTION 14: PRIVATE RECRUITMENT FIRMS

The ADC instructs the Executive Committee and branches of IFUT to investigate the significant resources being spent by universities on the services of private recruitment firms, and to share details of this spending with the HEA and the Comptroller and Auditor General.

*Proposed by: MU Branch*

### MOTION 15: COST OF LIVING

This ADC notes:

- the dramatic increases in the cost of living over the past year,
- that since the swingeing pay cuts of the Great Recession, public sector workers have not had pay restored to previous levels or seen any above-inflation pay increases, leading to a significant diminishing of Real Wages,
- the ongoing action being taken by UCU, as well as the inspiring struggles of workers in Britain and the North who have succeeded in securing double-digit pay increases, e.g., Haldane Fisher (12%), Drax power station (16%), Wabtec Faiveley Transport (15%), etc.

This ADC calls on IFUT to develop and implement a fighting strategy to build the union and mobilise members to:

- participate in actions and campaigns, such as the Cost-of-Living Coalition and on housing, health, education, etc., to combat the impact of the rising cost of living and to provide security and quality of life,
- seek to obtain a double-digit pay increase.

*Proposed by: ERC Branch*

### MOTION 16: CLIMATE & BIODIVERSITY CRISIS AND SUSTAINABILITY IN HIGHER EDUCATION

In full knowledge of the current growing climate and biodiversity crises, this conference calls on:

1. IFUT to redouble support for ETUCE and Education International in their work regarding achieving the UN Sustainable Development Goals (UN SDGs),
2. all leadership in Higher Education to strengthen their commitment to sustainability and to protecting biodiversity across all HEI campuses,
3. all HEIs to make public commitments to this effect and to complete annual audits of their work towards the achievement of the UN SDGs.

*Proposed by: Executive Committee*



## ANNUAL REPORT



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## Section 1. INDUSTRIAL REPORT

## Section 1. INDUSTRIAL REPORT



### Extension to the Public Service Agreement 'Building Momentum'

The Public Services Committee of the ICTU triggered the review clause under the then extant pay agreement in the spring of 2022. Due to the lack of progress made, over the summer unions prepared to ballot all public sector sections, and sections aligned to the terms of the public sector pay agreement, for industrial and strike action. Our Executive Committee convened an emergency meeting in August at which we decided on our approach. The head office staff then made the necessary preparations associated with conducting a ballot for industrial action in all our sections covered by the terms of the public sector pay agreement. We advised all of the employers of our intent and we prepared members for the ballot.

On foot of the increased pressure on the employers' side arising from the ballot preparations, a revised offer of a minimum of a 6.5% increase in pay in addition to increases already provided for in *Building Momentum* was made. The proposals were accepted following ballots across each of the unions. IFUT conducted an electronic ballot for the first time. Despite the tight time scale of the ballot the returns were higher than any recent ballot on a public sector pay proposal. The *Building Momentum* agreement, due to expire at the end of 2022, will now be extended to the end of 2023.

The extension provides for three additional pay increase:

3% from 2nd February 2022

2% on 1st March 2023

1.5% or €750 (whichever is the greater) on 1st October 2023

These increases are in addition to the 1% on 1st October 2021 (or €500 whichever is the greater), 1% on 1st February 2022 and 1% on 1st October 2022 (or €500 whichever is the greater) already committed to in *Building Momentum*. Taken together the increases represent a minimum increase of 9.5% between 2021 and 2023. The proposals are weighted in favour of lower earners. The terms of the extension to *Building Momentum* focused on pay increases only and all other elements of *Building Momentum* remain. Our expectation is that we will enter into discussions on a successor to this current agreement in mid-summer.

### Higher Education Oversight Group

The terms of successive public service agreements include the details of the dispute resolution processes for addressing issues which arise in each sector. The Higher Education sector has not had a functioning sector-wide oversight group for some time. IFUT, and the ICTU Higher Education Group of Unions, repeatedly raised this issue with the new Department of Further and Higher Education, Research, Innovation and Science (DFHERIS). IFUT was particularly affected by the lack of such a group. When issues arise which involve the public sector agreements, or issues which exist across the sector, we had no form of sectoral engagement. The Irish University Association continue to refuse to engage with IFUT on issues of concern to us across the university sector as they maintain they are not a negotiating body and issues of concern to IFUT need to be raised with each individual employer. This absence of leadership among the employer representatives,

and the failure of the DFHERIS to establish an oversight group, resulted in IFUT members being denied reasonable opportunities to raise and resolve issues of concern to our members.

Since our last ADC, we are pleased to announce that a Higher Education Sector Oversight Group has been formed. The group includes representatives of the trade unions, employers and the DFHERIS and is chaired by an Industrial Relations Officer of the WRC. The group has met on three occasions, July and November of 2022 and in February of this year. We remain optimistic that this group may deliver on some matters of importance to those that we represent. However, the scope of the group is narrow in focus as it is limited to examining issues involving the interpretation or breach of the public sector agreements. To discuss broader issues, we still require a forum for genuine Higher Education sectoral engagement. We continue to raise this issue with DFHERIS and through the ICTU.

### Exam Marking Fees Claim

Exam marking fees were reduced by 25% under the Education Sector specific aspects of the Haddington Road Agreement. Since then, the priority of the ICTU in each agreement has been to restore those recessionary measures introduced in the HRA. Any restoration has been explicitly addressed in agreements; any HRA measure not specifically addressed to date is still applicable across the public service. The 25% cut to exam marking fees is one such live measure.

In 2022 the State Examinations Commission increased the exam marking fees for secondary level teachers. This appears to be contrary to the findings of the Public Service Pay Commission and inconsistent with successive Public Service Agreements. Exam marking fees have been increased by between 17% and 50% per paper for the Leaving Cert, and



between 48% and 57% per Junior Cert paper. These new enhanced fees will all be adjusted in line with increases due under *Building Momentum*. Fees were increased again in 2023.

IFUT commend our colleagues who represent secondary level teachers who have secured these increases. We have however raised a concern that, by introducing such increases outside of the PSA, and without a recommendation by the Public Service Pay Commission, the State Examinations Commission have created a situation whereby Higher Level Lecturers, many of whom are on low pay, part time, hourly paid, and precarious employment, mark exams at 25% less than pre HRA rates while their colleagues in second level are marking papers for up to 57% more. This two-tier, inconsistent and grossly unfair issue is causing anger and frustration in Higher Level whereby people, who put faith in the transparency of the Public Service Agreements to reverse the HRA measures, now see rates being increased without any process while their cuts remain effective.

Accordingly, IFUT sought to engage with DFHERIS and the IUA through the HE Education Oversight Group to address this anomaly. The parties initially agreed to engage with IFUT but have subsequently failed to do so. At our request, DFHERIS sought a response from DPER to the issue. In April 2023 DPER confirmed they will not consider a reversal of the exam marking fee cuts at this time. IFUT will now escalate this issue to the trade union side of the Public Services Agreement Group to consider how best to address this unfair anomaly. We cannot stand silent while the Government through its different departments and organisations allows related workers to be treated differently.

## Bereavement Leave

In 2022 several IFUT branches sought to have the enhanced terms of bereavement leave schemes in the civil service, health service and other parts of the public service applied to our members in Higher Education. IFUT served a claim for the enhanced leave in each of our employments and engaged directly with several employers in relation to this issue. Arising from the IFUT claims, some employers agreed to adopt the enhanced bereavement leave arrangements while others waited for direction from the DFHERIS before they would introduce the change. Almost all employers agreed with IFUT on the justification for the change, except for the RCSI who argued it was a cost increasing claim and therefore precluded under the terms of our pay agreement. In December 2022 DFHERIS wrote to the Universities sanctioning the introduction of enhanced bereavement leave across the publicly funded HE sector.

## Cush

IFUT Head Office continue to develop the templates members, branches and head office staff can use when dealing with Cush claims, including an enhanced letter for members to use when claiming a CID, a template Labour Court submission and “Know your Rights” materials. We organised a Webinar, discussed in greater detail later in the report, for members considering a claim under either the Cush process or the Protection of Employees (Fixed Term Work Act) 2003. Arising from that webinar we have identified a need to provide additional training, support and resources to branches to assist them to advise members in relation to Cush claims.

We continue to enjoy a good amount of success when we represent members in cases involving workers claiming a CID, including Cush claims. Despite our success and the fact that the Cush Report is now seven years old, the landscape in Higher Education is still marred by precarious employment and fixed term, insecure employment for many lecturers.

## Dublin City University (DCU)

We continue to develop our relationship both with DCU management and our sister union in DCU, SIPTU. Representatives of the two unions communicate with each other frequently and meetings with management are now held on a semi-regular basis. The main issues we have discussed with management this year are in relation to the academic calendar, particularly issues with timetabling and the effect on the DCU calendar by the delay in the leaving cert results, as well as concerns relating to workloads and access to promotions. We had asked management to engage with us in relation to workload issues, especially where those workload issues are negatively impacting on staff’s ability to apply for, or secure, promotion. Management failed to share information we requested in relation to promotion opportunities in each school. The DCU IFUT branch gathered the data themselves and were able to demonstrate that the schools within DCU in which the majority of IFUT members are present, have the lowest numbers of senior academic staff relative to staff numbers. We noted that these schools were not only those introduced to DCU under incorporation but were also those schools with a larger female workforce. We will continue to try to progress our discussions with DCU in the months ahead.

In the last year DCU conducted a review of the incorporation process and asked IFUT to share the experience of our members. We reported that, despite some positives arising from

incorporation, members felt burned-out and disrespected by the long and bitter fight to secure recognition for their trade union.

The University is preparing to publish its new Sexual Harassment and Sexual Misconduct Policy and have agreed to organise joint training for HR and trade union representatives.

## Dublin Institute of Advanced Studies (DIAS)

We identified an issue in DIAS regarding the application of the public sector pay increases to postdoctoral researchers. While the percentage increases have been applied to various scales, such as the SFI scales for new research grants, increases have not been applied to the salary scales of employees in circumstances where a research grant was awarded before the Public Sector Pay Agreement. This constitutes a serious breach of the Public Sector Pay Agreement and is a significant concern for our members. Through our efforts to advocate for their rights and ensure fair treatment in the workplace, we have been successful in more than doubling our membership in DIAS. Immediately prior to writing this report, we met with DIAS management to discuss and are very pleased to announce that management have conceded our claim. We have therefore secured the pay increases due to members and will in the weeks ahead agree the details of this with the employer. We remain committed to bringing this matter to a fair and equitable conclusion for our members.

IFUT represented an individual member in DIAS in a noteworthy case at the WRC. The case received media coverage and was the subject of a lot of discussion on social media. In the case we obtained a favourable decision from the WRC’s adjudication services for a fixed-term postdoc researcher who was made redundant.

The WRC ruled that the researcher had attained a contract of indefinite duration. This case sets a positive precedent for postdoctoral researchers.

## Education Research Centre (ERC)

Our Education Research Centre Branch has grown since last years’ ADC. In the last year head office have provided members in the ERC with support on some matters of an individual and personal nature and some advice on retaining paid breaks.

## Mary Immaculate College (MIC)

The WRC advisory service conducted an industrial relations review of workplace relations within MIC. The WRC engaged with senior management, union officials and local representatives. The WRC concluded that it would be beneficial to set up a forum chaired by the commission to enhance the ongoing working relationship environment for the benefit of all. There have been several meetings of the new forum, and we are beginning to work through the industrial relations issues.

An issue arose when MIC planned to advertise the Headship of the Mathematics and Computer Studies Department as a temporary four-year contract. IFUT argued that the position was permanent and the result of collective bargaining. After discussions with IFUT we succeeded in securing an agreement that the position would be advertised according to the terms of our collective agreement.

Another issue which has arisen is that of reserved posts. In 2019, in MIC's Institutional Athena SWAN application, they committed to removing the requirement for Trustees to approve posts in Religion and Philosophy. This was not applied in the Head of Theology and Religious Studies interview process. The branch is committed to pursuing this matter. In the coming months, our priorities include targeted promotions, increasing the number of merit-based posts, ensuring an appropriate percentage of senior positions, establishing a protocol for converting fixed-term positions to permanent ones, and the MIC and UL linkage.

### **Marino Institute of Education (MIE)**

Since our last annual report, we are pleased to announce that a memorandum of understanding has been signed between IFUT and the INTO regarding union recognition.

We faced challenges securing the last two phases of the public sector agreement, Building Momentum, with the institute seeking additional productivity measures in return for the same. This resulted in industrial relations tensions. IFUT held a general meeting and conducted a member survey, and we established that members within Marino would not accept any additional productivity measures. As a result of our efforts, MIE agreed to implement the terms of the public service agreements retrospectively and has also applied the terms of the extension to Building Momentum. Our membership within Marino has doubled in recent months and we are now the largest union on campus. The IFUT Executive Committee has approved an application for a branch to be created in the Marino Institute of Education.

This will further strengthen our presence in the section and allow us to develop a set of priorities with the members to pursue in the year ahead including improving workloads and work-life balance initiatives and clarifying recruitment and promotion processes.

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

Relations between IFUT and Maynooth University deteriorated in recent years due to an increasingly hostile approach by university management to our organisation and our local branch. In 2022 the relationship had almost entirely collapsed with management trying to argue that they would not recognise IFUT for collective bargaining purposes for the grades we represent, that they would not negotiate change with IFUT and when disputes arose, they would not agree to a system of dispute resolution.

We began to see a change in direction in spring and early summer 2022 after the branch engaged with the President directly, held an EGM with members discussing, among other things, the possibility of engaging in industrial action, and when some of the personnel from Maynooth's management who had engaged in the hostile approach left their employment. Since then, we have been able to resolve some long-outstanding individual cases for members including several CID claims which had been ignored. There is however a significant backlog of issues which we want to progress on behalf of our members, particularly collective issues relating to policies, grading and promotion, which we cannot progress while the collective agreement is unresolved.

In January 2023 the sides entered discussions under the auspices of the WRC to try to reach agreement on a new collective agreement. There have, at the time of writing this report, been two conciliation conferences with a third scheduled to take place in the days

immediately prior to the ADC. The initial engagement has been positive, and we are hopeful that we will make progress shortly.

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

We recently participated in a conciliation conference in the WRC regarding a longstanding issue relating to grading and remuneration. The negotiations were constructive, and both parties agreed in principle to conduct a job evaluation for all staff in the Academy, pending formal approval from the RIA Council. IFUT and the RIA will then commence discussions on terms of reference for the job evaluation and the appointment of an independent evaluator.

IFUT members in the RIA have pursued a very important issue pertaining to the Academy's Blended Working policy. We highlighted the adverse effect of the minimum attendance requirement on members living outside the commuter belt due to the accommodation crisis in Dublin. The matter is now likely to proceed to the WRC for conciliation. Whilst many members were unaffected by the blended working issue, they expressed a great deal of solidarity with those affected.

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

We continue to represent several individuals in various processes with their employer. IFUT enjoys a good degree of success in negotiating favourable outcomes for members in the RCSI without recourse to external referrals. However due to both the individual nature of the engagement with members and operating within the limits of a pay agreement which precludes cost increasing claims, IFUT needs to consider how to ensure we are as active, relevant and visible as possible to our members and that we are progressing matters of concern to the

the members in the RCSI. This is particularly important as the RCSI are not a public service employer and therefore much of the work of IFUT across the public service institutions is not relevant to our members in the RCSI. We have developed a member survey to ask members to indicate their priorities and to suggest issues which IFUT should engage with in their employment and across the sector.

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

Much of the work of the TCD Branch involves representing and supporting individual members in various processes with their employer. Over the past 12 months there have been occasions where efforts were made by management to let members go on completion of their fixed-term contracts without the members receiving their redundancy entitlements. As a result of interventions locally we have secured redundancy payments in each of the cases that we were alerted to. We are witnessing a growing practice across the sector of workers not receiving their redundancy payments at the end of their fixed term contracts unless they claim them. Even when workers are aware of their entitlements to redundancy pay many only receive their payments when IFUT make representations on their behalf.

We continue to engage with Library and HR management in a long-standing dispute concerning the breach by management of a collective agreement on headcount within the library.

The continued use of term-time contracts and the engagement of Teaching Fellows to undertake work that would more appropriately

be undertaken by those engaged in Lecturing roles remains an issue in TCD. We are engaging locally on these matters however it is evident to all that a solution will require considerably more funding than the Minister proposed and that is set out in the 'Future Funding' budgets.

### University College Cork (UCC)

The IFUT UCC branch is engaging locally with management in an exercise to identify means to improve the contracts of employment of those engaged as hourly paid lecturers. We have met with management locally setting out our concerns and our preference not to attempt to resolve the situation by addressing each of the concerns individually but to instead arrive at a full and complete solution.

A claim involving a group of employees who are remunerated on a HSE pay scale is before the Workplace Relations Commission currently. The use of HSE pay scales across the university sector has been ongoing for some time and may not previously have been a cause of great concern for IFUT and other trade unions. However, trade unions in health have availed of the sectoral bargaining fund created under the Building Momentum pay agreement. This has created an anomaly whereby workers in Higher Education whose pay is linked to workers in the Health Sector are not receiving the same increases as their colleagues. The use of HSE scales now need to be considered within Higher Education. In UCC the workers affected are funded by the HSE which means that the terms and conditions, including promotion opportunities, of these IFUT members are completely at odds with their colleagues in UCC.

Head office staff supported several members

involved in various processes during the year including supporting members seeking CIDs, members who were made redundant and members involved in bullying cases.

### University College Dublin (UCD)

The IFUT UCD branch committee continue to engage with university management in relation to the development and review of policies such as the revised Dignity and Respect policy and are currently discussing a new Code of Conduct and Social Media policy. In addition, we have raised issues of concern to members in relation to below the bar and above the bar pay scales, promotions and promotion appeals processes, and issues relating to hourly paid academic staff. Several members have reported significant delays in retired members' pensions receiving the increases agreed under the Building Momentum Extension Agreement. We communicated our frustration to university management along with the other unions in UCD, and are pleased this has been addressed for the pay increase due since March 2023.

We continue to represent many individual members on a range of issues including bullying complaints, claims for CIDs, workload, equality and more. We enjoy a great amount of success resolving issues locally on behalf of our members. We are awaiting one third party decision on behalf of a member in relation to an outstanding case. Representatives of the branch and a member of head office staff meet regularly to discuss the progress, trends and strategy we should adopt in relation to individual cases to ensure transparency and consistency in our approach and to get the benefit of sharing our experience and insight.

Finally, the changes to the HEA Act and issues arising for IFUT members in terms of representation on the Governing Authority is a significant concern to members in UCD. This issue will be discussed in greater detail later in the report.

### University of Galway (UG)

IFUT has been actively involved in negotiations with UG on a range of issues. One major area of focus has been the development of a new workload allocation model. After several rounds of negotiations, the new model is nearing completion, and we are optimistic that it will provide a fair and equitable distribution of workloads among members. Another ongoing negotiation involves a regrading claim made by IFUT members working in Acadamh na hOllscolaíochta Gaeilge. The claim seeks to move these members onto the academic pay scales, in recognition of the importance of their work in promoting and preserving the Irish language. IFUT has been advocating for this claim for some time, and negotiations with UG are nearing completion.

Finally, IFUT has also been engaged in discussions with the university regarding the removal of the merit bar for lecturers. This is in response to EU Directive 2019/1152 on transparent and predictable working conditions, which calls for an end to practices that allow employers to arbitrarily limit career progression. IFUT believes that the removal of the merit bar would benefit academics and help to ensure a more transparent and equitable career progression system.



# 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  
Elimination of Violence and Harassment in the World of Work, EU Worklife Balance Directive,  
UN Commission on the Status of Women**

The ICTU Women’s Conference ‘Women in Trade Unions – Shaping the Future of Work’ was held in September 2022. Professor Emma Sokell (UCD Branch Committee and Incoming President) represented IFUT at this conference and proposed the following IFUT Motion which is based on the work of our Precarity Group:

*“This Conference calls on Congress to highlight the gender dimension to precarious employment in Higher Education.*

*Many studies have shown that women are disproportionately affected by the negative impact of precarious and casual employment as researchers, tutors, lecturers, and in other crucial roles in Higher Education.*

*This Conference calls on Congress to lobby government and employers to urgently address the reliance on short-term and precariously employed staff.*

*Keeping working women on casual and precarious contracts is not only immoral but it is bad for quality education and teaching.”*

THE MOTION WAS PASSED UNANIMOUSLY.



Incoming President, Professor Emma Sokell, at the ICTU Women’s Conference

## Section 2. IFUT CAMPAIGNS, COMMITTEES AND REPRESENTATION

The ICTU Women's Seminar 'DEMANDING A FAIR DEAL FOR WOMEN WORKERS' was held in March 2023 and Fiona Lee, Assistant General Secretary, represented IFUT. There were presentations on the challenge we face in converting positive attitudes to Unions into membership and taking advantage of upcoming changes in the legal framework governing collective bargaining.



## Trade Union Commitments

Trade unions make the following six commitments in furtherance of their promotion and safeguarding of the mental health of their staff and members:

- 1 To create an open and inclusive workplace for union employees and members, which upholds respect for all including those with mental health difficulties.
- 2 To work with and develop policies with the organisations where we hold representation rights to promote the mental health of our members and support those experiencing mental health difficulties in the workplace.
- 3 To promote equality of opportunity and challenge discrimination in the workplace.
- 4 To promote equality of opportunity in recruitment, selection and promotion of those with mental health difficulties.
- 5 To identify and provide sources of information, training and support for our representatives to allow them to provide support to union members experiencing mental difficulties.
- 6 To promote healthy lifestyles and wellbeing at work through a range of initiatives from campaigns promoting mental health to flexible working.

### THIRD-PARTY VIOLENCE AND HARASSMENT AT WORK – THE ROLE OF SOCIAL PARTNERS



IFUT was also represented by Assistant General Secretary, Fiona Lee, at a multisectoral public services social dialogue conference on 'The role of social partners in preventing third-party violence and harassment at work' held in November. The conference resulted in an action plan of multisectoral guidelines and recommendations for improvements for recommendation by the relevant social dialogue committees in early 2023.



Under the EU funded Social Dialogue programme ETUCE ran a project 'Education Trade Unions addressing sustainable environmental development'. This project aimed to build the capacity of education Trade Unions to assist in addressing environmental questions in education and training through social dialogue, and to raise awareness of the importance of education for sustainable development among stakeholders in education, as well as in society as a whole. This year there were two workshops and a conference and IFUT participated fully in the project.



Assistant General Secretary, Fiona Lee, represents IFUT on the ETUCE Standing Committee on Gender Equality. The Committee work focussed on the ETUCE Action Plan on Equality, Diversity and Inclusion, on the priorities of teaching for democratic citizenship and the transmission of fundamental values through education as well as the inclusion of migrants and refugees in the education system, in the labour market, and in society. There were inputs from the European Commission and the Council of Europe. There was also a workshop which provided input to the ETUCE Campaign on the Attractiveness of the Teaching Profession.



The Council of the Isles is an annual meeting of the joint Congress Women's Committees from Ireland, Northern Ireland, Scotland, England and Wales, hosted on a rotational basis. It is a valuable cooperative and educational sharing experience.

Assistant General Secretary, Fiona Lee, in her role as IFUT's representative on the ICTU Women's Committee, attended this year's meeting. The theme of the meeting was 'Tackling Sexual Harassment at Work'. There was clear agreement from the meeting that all the centres and Women's Committees would work closely together and collectively on this

subject area, including with other actions, finalising an action plan for Trade Unions, across the constituents, which will include emphasising that the prevention of sexual harassment must be treated as a key health and safety issue, be on the bargaining agenda, and be a priority for all Unions.



# MEMBERSHIP DEVELOPMENT

## Organising and Recruitment

By the time of ADC in May 2022 our membership had reached a record high of 2,700. This year, we can report that on 31st December 2022 we had 2,806 members. In the early months of 2023 that figure continued to grow with 108 new members in the first two months of the year alone. IFUT is therefore in a strong, and fortunate, position to be able to report that our membership continues to rise year on year.

| YEAR | Membership Numbers |
|------|--------------------|
| 2013 | 2172               |
| 2014 | 2248               |
| 2015 | 2282               |
| 2016 | 2412               |
| 2017 | 2457               |
| 2018 | 2469               |
| 2019 | 2484               |
| 2020 | 2616               |
| 2021 | 2673               |
| 2022 | 2806               |

The rise in members is not the only way we can demonstrate sustained growth. Many new members may, for instance, be on a lower rate of union subscriptions and it can take multiple members to make up one financial member. It is therefore important to also be able to demonstrate a consistent growth in the income derived from membership subscriptions, as detailed in the next table.

| YEAR | INCOME   | FINANCIAL MEMBERS |
|------|----------|-------------------|
| 2015 | €679,964 | 1619              |
| 2016 | €681,522 | 1623              |
| 2017 | €711,990 | 1695              |
| 2018 | €736,690 | 1754              |
| 2019 | €768,784 | 1830              |
| 2020 | €821,810 | 1957              |
| 2021 | €853,143 | 2031              |
| 2022 | €867,300 | 2065              |

Trade Union density in the university sector is low; across all unions operating in our sector, we have approximately 30% membership density. This is one of the lowest trade union membership levels across the public sector and weakens the position of the trade unions across the sector. It is no accident that this part of the public service in Ireland which is the worst in terms of union membership and organising, is also the worst in terms of precarious employment, unilateral implementation of new working arrangements and the utilisation of terms and conditions which have not been agreed as part of collective bargaining with recognised unions.

Due to the demographics of the country and the increase in student numbers over the years, IFUT membership has been steady and even has experienced reliable, modest growth year on year. This has often occurred due to the good reputation and activity of the local branch and the image we have been able to create of IFUT in the sector. Our membership increase has not been the result of structured or deliberate organising.

Data shows that the largest cohorts of non-union members in the public service are those who have joined the workforce since 2010. That means that we have our own worker-demographic bubble to contend with. As our older, senior, established colleagues retire they are not being replaced, member for member, with younger, junior academics. We will not be able to retain our levels of organisation in the future if we do not replace these membership numbers.

Even then, a replacement member for member recruitment strategy will not result in us growing our organisation; it will see our density in the short term DECREASE as employment figures increase, and in the long term it will merely mean we are running to stand still and our sector will continue to experience low levels of union membership, low levels of union density and the resulting high levels of precarious employment.

We have included membership development on the agenda of the Executive Council and the Council and have consciously done so to ensure that regardless of how much else we need to get through in a meeting we take time to focus on the need to build our organisation, to safeguard its future and to enable us to continue to deliver for workers in the sector.

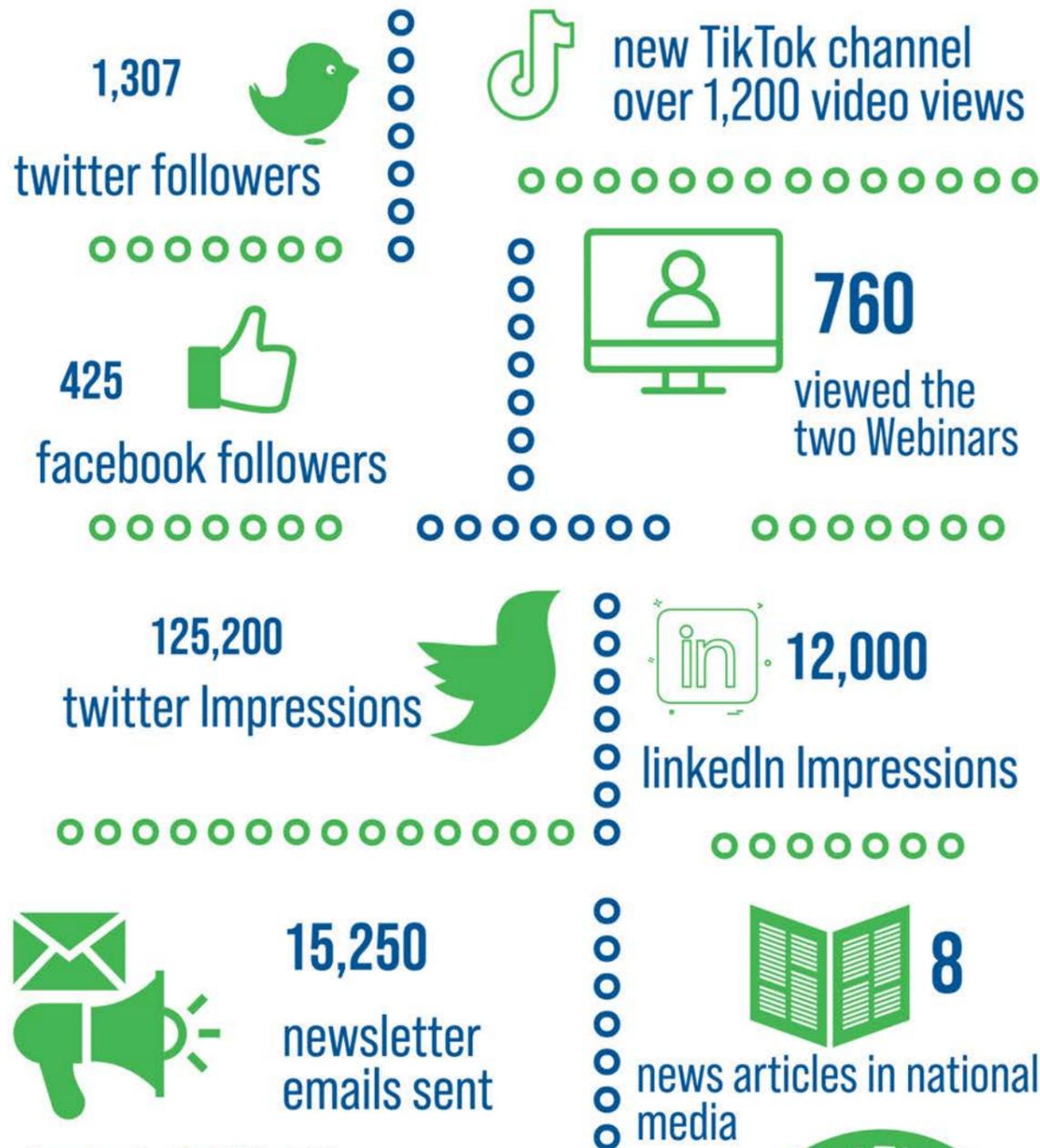
In addition to people being able to join through the website, we have printed application forms. While the website is the easiest, and fastest, way for someone to join, there are times when branches get to meet new staff or groups of staff and talk to them about joining and at those times it is far better to be able to hand someone a form to fill out there and then instead of asking that they go away and fill out the application online.

## Communications

In 2022 we established an IFUT Communications Group, led by the Deputy General Secretary. Both staff and members of the IFUT Executive Committee participate in this group. We want to increase the visibility of IFUT so that members and potential members see that we understand and advance their issues. We have produced several workplace posters and leaflets for branches to use, we have developed a social media strategy which ensures that we post new messages every week on a range of topics, we have updated the content on our website, and we continue to produce newsletters for members. In addition, we are utilising online surveys and Zoom webinars to engage with members in a new way and to ensure we respond to issues of concern to them. We have so far held two webinars, one to discuss the potential for a ballot for industrial action in relation to the public service agreement, and the second to provide information to members in relation to fixed term contracts. At the time of writing this report a third webinar is planned in relation to changes to the HEA Act and the upcoming Governing Authority elections.



# IFUT Communications Summary



\*Data collected from May 2022-March 2023

Achieving Results Through Engagement & Shared Experience



## Training

We organised joint training with our SIPTU colleagues for branch representatives. This training was well received by the IFUT participants, and we received valuable feedback to improve the training when it is organised again this year. We have provided bespoke training to branches including how to organise and map your workplace, and how branches can progress industrial relations issues to build union power.

## IFUT Precarious Employment Campaign Steering Group

In March 2022 we formed the IFUT Precarious Employment Campaign Steering Group. This group is chaired by outgoing IFUT President, Dr Anthony Harvey. IFUT's approach to precarity in the main had been focused on the individual member in dispute. While we have had successes and devote significant resources to this aspect of our work, the work of the Precarious Employment Campaign Steering Group is to lead a more structured and strategic approach to addressing precarious employment across our branches.

## IFUT Charter

Both employees and students are negatively affected by the increasing casualisation of the Higher Education workforce. Precarious employment also has a negative impact on the quality of research and education in the institutions themselves which in turn affects the rankings of the very institutions hiring people on insecure, part time and temporary contracts. However, for many individual members they do not know what, if anything, they can do to challenge the casualisation of the Higher Education workforce. The Steering Group are developing a charter which sets out the principles of our campaign and the aims of our work. The early draft of the charter is

influenced by the anti-casualisation charters developed by UCD and UCC previously. Once agreed, this charter will be shared with all branches of IFUT to adopt as appropriate.

## IFUT Survey

In January 2023 we conducted a survey among workers in Higher Education to understand people's experience with precarious employment and to gather an understanding of the terms and conditions of employment across academics in the sector.

The Joint Oireachtas Committee on Higher Education published a report on the Future Funding of Higher Education during the summer of 2022. One of the recommendations of this cross-party committee was that a comprehensive exercise needed to be completed, by the end of that year, on the extent of precarious employment in the sector including fixed term contracts and hourly paid staff. We have seen no evidence to suggest this exercise is underway anywhere or that DFHERIS are encouraging institutions to engage with them to progress this recommendation. Even if or when figures are produced, we would question the validity of them given how precarious employment is currently documented and reported. Members of the Precarious Employment Campaign Steering Group are working together to produce a final report where the findings of the survey will be analysed and contextualised.

# GENERAL SUMMARY

There were **550** responses to the survey dating from the 04 January 2023 to the 17 February 2023.

**80** respondents worked in another employment to augment their salary.

**149** different job roles were listed.

**43** people (7.8%) did not have a written contract of employment.

**200** people (36.4%) considered themselves precariously employed.

**514** people (94.5%) believed precarious employment is pervasive in Higher Education.

**511** people (93.1%) would support their colleagues in a campaign to tackle precarious employment.

**118** respondents are currently employed on fixed term contracts. Respondents are employed on up to 8 successive fixed term contracts. The vast majority of employees on a fixed term contract (100 respondents) have not claimed a CID.

Only **1** of **49** hourly paid workers get paid for time between terms.

Almost half (**22** respondents) have not received information on how their rate of pay is calculated.

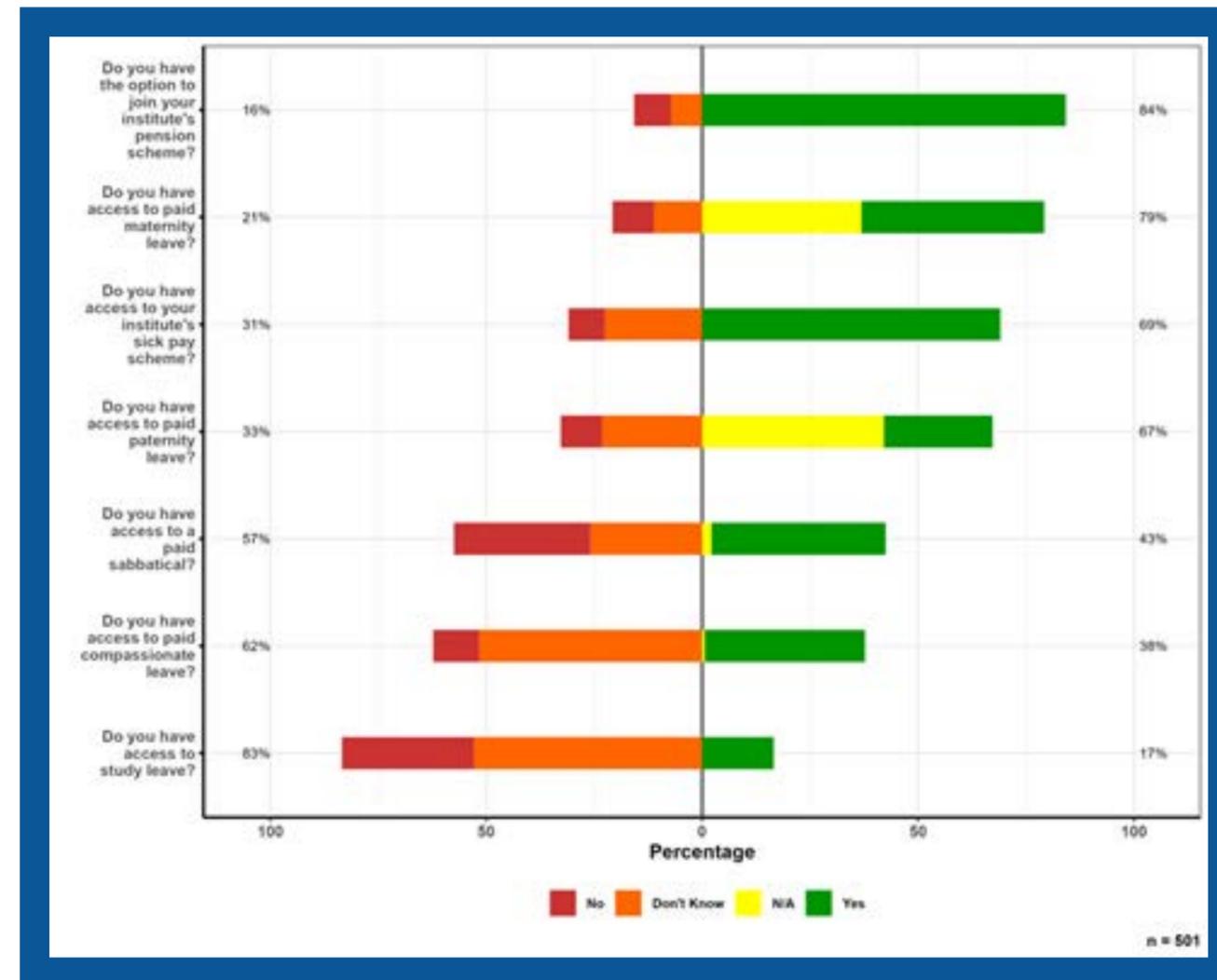
As far as respondents are aware, they believe their rate of pay includes several elements such as teaching time, class preparation, exam marking, administration, student engagement, staff meetings, public holiday pay, annual leave, and upskilling time.

**82** respondents do not know if they receive public sector pay increases and some state they do not receive pay increases.

In all institutions, respondents indicated that they work more hours per week than they are paid for.

**Respondents provided information, captured in the table overleaf, in relation to their conditions of employment. Many workers reported that they did not have access to a pension scheme, maternity leave, sick pay, paternity leave, compassionate leave or study leave.**

**“THE PAY HAD NOT CHANGED SINCE I BEGAN WORKING FOR THE UNIVERSITY 8 YEARS AGO”**



Members provided some invaluable additional comments in the survey which we need time to consider. Some of the comments include:

**“ACADEMIA USED TO BE A VOCATION, BUT IT ISN'T ANYMORE. LACK OF FUNDING IS EVIDENT THROUGHOUT THE UNIVERSITY SECTOR AND I HATE MY JOB NOW”**

**“I CAN'T AFFORD RENT BECAUSE MY PAY IS TOO LOW, I CAN'T GET A MORTGAGE BECAUSE I DON'T HAVE A SECURE CONTRACT, I CAN'T HAVE KIDS BECAUSE I CAN'T AFFORD THEM”**

**“A CODE OF SOLIDARITY AMONG IFUT MEMBERS TO NOT ENGAGE IN CERTAIN HIRING TYPES ON RESEARCH PROJECTS COULD BE A HELPFUL MOVE”**

**“ANY STRATEGY TO IMPROVE PRECARIETY NEEDS TO FOCUS ON PROVIDING PATHWAYS TO PERMANENT/STABLE EMPLOYMENT, WHICH ULTIMATELY MUST MEAN MORE PERMANENT ACADEMIC POSITIONS”**

**“GREAT TO SEE IFUT LOOKING AT PRECARIETY IN THE SECTOR - IT'S A REAL ISSUE AND IF IT'S NOT ADDRESSED WILL HAVE A SERIOUSLY NEGATIVE IMPACT ON HIGHER EDUCATION IN IRELAND AND OUR ABILITY TO PRODUCE HIGH QUALITY RESEARCH”**

# IFUT COMMITTEES

**Within IFUT we have a number of committees who advance certain priorities on behalf of the members of our union. The work of the Precarious Employment Campaign Steering Group and the Communications Group is detailed above in the Membership Development section of this report.**

**INTER-BRANCH MEETINGS:** This group continues to meet regularly since the groups' formation at the early stages of the Covid restrictions. The group facilitates an informal discussion among branch representatives. The group initially focused much of its discussion on issues relating to Covid-19. The group now regularly discuss a broad range of topics and is a valuable sounding board for IFUT members to learn how different institutions approach and respond to similar issues. Miranda Corcoran from our UCC Branch continues to host these lunchtime meetings.

## JOINT OIREACTHAS COMMITTEES

In the past year IFUT have appeared before the Joint Oireachtas Committee on Education, Further and Higher Education, Research, Innovation and Science on three occasions.

IFUT made submissions to the Committee on the subject of 'North South Enrolment across Tertiary Education'. Our submission contained references to the work of the late Fr Mac Gréil and his writings on social inclusion and prejudices in Ireland. We also appeared before the Committee on the 'The Future of Science, Technology, Engineering and Mathematics (STEM) in Irish Education'. Our Incoming President, Professor Emma Sokell, assisted greatly with the submission. Finally, we appeared before the Joint Committee to discuss 'Mental Health Supports in Schools and Tertiary Education' last October. We used this opportunity to make the Joint Committee aware of some of the negative impacts on the well-being of staff associated with high pupil teacher ratios and the need for decent work, fair workloads and adequate staffing levels across Higher Education.

We expect the Joint Oireachtas Committee to continue to invite us to bring forward our ideas on a range of topics. We believe that they find our input stimulating and of real value. The insight and contributions of our members to our submissions is greatly appreciated.



## CONTRIBUTION RATES

There were no changes in the Subscription Rates for 2023. 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             |

## EXECUTIVE

The Executive met eleven times during the year.

The members of the Executive are: Anthony Harvey (President and RIA), Emma Sokell (Incoming President and UCD), Enrica Maria Ferrara (Vice President-Finance and TCD), Michael Hinds (DCU), Conall O'Duibhir (ERC), Deirdre Murphy (Central and MIE), Gareth Cox (MICL), Conrad Brunstrom (MU), Ben Ryan (RCSI), Angela Flynn (UCC), Kelly Fitzgerald (UCD), Liam Morrison (UG).

## TRUSTEES

Peter Murray (MU), Finin O'Shea (DCU), John Dunnion (UCD) were re-elected to serve as Trustees at the 2022 ADC.

## COUNCIL

Council met three times during the year.

## HEAD OFFICE STAFF

**FRANK JONES**  
**MIRIAM HAMILTON**  
**UNA CROWLEY**  
**FIONA LEE,**  
**ROBERT MCNAMARA**  
**PHYLLIS RUSSELL** (retired Autust 2022)

General Secretary  
Deputy General Secretary  
Assistant General Secretary  
Assistant General Secretary  
Assistant General Secretary  
Secretary/Office Manager

## CREDIT UNION MEMBERSHIP

Several 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](http://www.ifut.ie)

## FREE MEDICAL INSURANCE ADVICE & DISCOUNTS

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

## 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:

### ICTU Executive Council:

Frank Jones (General Secretary)

### ICTU Public Services Committee:

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

### ICTU Disability Committee:

Angela Flynn (UCC), Marie Clarke (UCC)

### ICTU GDPR Working Group:

Fiona Lee (Assistant General Secretary)

### ICTU Global Solidarity Committee:

Positions Vacant

### ICTU Health & Safety Committee:

Noel Jackson (DCU)

### ICTU Higher Education Committee:

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

### ICTU North/South Committee:

Frank Jones (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

### ICTU Lifelong Learning Group:

Michael Hinds (DCU)

**Alliance of Retired Public Servants:** Gerard Enright (MICL), Rose Malone (MU)

**Education Futures:** Miriam Hamilton (Deputy General Secretary)

### National Council for Curriculum and Assessment (NCCA):

**Council:** Deirdre Murphy (MIE)

### Early Childhood & Primary Committee:

Des Carswell (MICL)

### Early Childhood & Primary Maths Development Group:

Lorraine Harbison (DCU)

### Primary Curriculum Framework Group on Arts Education (Visual, Music, Drama, dance, Film, Digital Media):

Ailbhe Kenny (MICL)

### Primary Curriculum Framework Group on Wellbeing (Physical and Health Education; Social, Personal and Values Education):

Des Carswell (MICL)

### Primary Curriculum Framework Group on Wellbeing (Social and Environmental Education (History; Geography):

Sandra Austin (MIE)

### Primary Language Development Group

Lorraine Crean (MU)

### Redevelopment of Primary School Curriculum Arts Education Development Group

Ailbhe Kenny (MICL)

### Review of Relationships and Sexuality Education (RSE) Development Group:

Seline Keating (DCU)

### School Placement Implementation Group:

Marie Clarke (UCD)

### National Women's Council of Ireland:

Fiona Lee (Assistant General Secretary)

### School Placement Implementation Working Group (Department of Education):

Anthony Harvey (RIA)

### Four 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)



**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)

**INTERNATINAL 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 Higher Education and Research Standing Committee (HERSC):**

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)  
Robert McNamara (Assistant General Secretary)

**Working Group on Higher Education of the European Sectoral Social Dialogue Committee for Education:**

Frank Jones (General Secretary)

**Section 3.**  
**REPORT ON ADC**  
**2020/21 MOTIONS**

## EMERGENCY MOTION

*This ADC confirms its support for our Union colleagues in the UCU who are engaged in industrial action with Universities in GB and Northern Ireland in relation to, among other things, pay, pensions and precarious employment. We call on the Executive of IFUT to communicate with all IFUT members to implore them to ensure they do not take on work which undermines the industrial action of the UCU members including insisting members do not accept emergency appointment work as external examiners where these appointments are created to fill the gaps caused by workers taking industrial action, and asking members not to speak at conferences and seminars that are organised on days on which workers in the UCU will be on strike.*

**Proposed by Executive Committee**

### ACTION TAKEN ON EMERGENCY MOTION

In the immediate aftermath of the ADC in May 2022, we communicated with all members through our newsletter and on social media to advise them of the ADC motion and that they should not take on work which undermined the action of the UCU. As the UCU organised more days of action during the year, we reminded members of this.



## MOTION 1: FUNDING OF HIGHER EDUCATION SECTOR

*It is crucial that the Government prioritises investment in higher education as a public good. This ADC calls on IFUT to continue to stridently lobby for increased funding of the sector and to ensure that this funding is directed to the frontline in the delivery of teaching and research in our HEIs.*

**Proposed by UCD Branch**

### Action taken on Motion 1

Action taken on Motion 1 and 2 is discussed below.

## MOTION 2: PUBLIC FUNDING OF UNIVERSITIES

*This ADC calls on IFUT to engage with government and the HEIs on the proposed reform of the sector to ensure sufficient public funding to maintain academic standards and uphold the principles of accessibility and affordability for all; as well as structures of governance that respect the role of HEIs as autonomous public bodies, with broad representation that includes academic staff.*

**Proposed by UCC Branch**

### Action taken on Motion 2

In July 2022 the Joint Oireachtas Committee on Education, Further and Higher Education, Research Innovation and Science issued a report titled 'The Future Funding of Higher Education'. IFUT made significant and worthy submissions to the Committee and much of what we said features in the report. The report makes 10 key recommendations.

Recommendation No. 9 reads as follows:

*The issues of Staffing Levels and Precarious Employment in both the traditional and*

*Technological Universities need to be reviewed urgently or by end of 2022 at the latest, by the Minister for Further and Higher Education, Research, Innovation and Science, in liaison with the Universities. Staffing Levels have not increased in line with extra students, courses and increased services provided by Third Level Institutes and, so, there needs to be an analysis/workforce plan of staffing requirements to restore staff levels. In addition, the Employment Control Framework is completely arbitrary and needs to be abolished. The aim must be to ensure there are sufficient staff at all grades to deal with the projected increase of students, extra courses and increased services. Regarding Precarious Employment, the Review should include an examination of Hourly Paid Academic Contracts, Researchers, Postgraduate Workers and outsourcing of Support staff roles.*

There is a lot more to the 114-page report than just this point but this is very noteworthy for IFUT. Two Working Groups (WGs) were formed to progress the recommendations within the report. There are two nominees from ICTU sitting on each of the WGs with one sitting on the Oversight Group (OG). The ICTU General Secretary is on the Oversight Group. The IFUT General Secretary is on one of the WGs chaired by Tom Collins. IFUT continue to lobby for additional funding. The General Secretary has met with various politicians to discuss the HEA legislation and never misses an opportunity to highlight the need for additional funding and to give examples of what results from under funding.

## MOTION 3: HEA BILL 2022

*This ADC calls on IFUT to continue its engagement with the relevant Ministers and the government on the HEA Bill of 2022, particularly relating to university governance and academic representation on governing authorities across HEIs.*

**Proposed by UCD Branch**

### Action taken on Motion 3

Our engagement with the legislators continued throughout the summer of 2022. Our best efforts only culminated with Governing Authorities consisting of only 19 members, with the exception of TCD. While this is not a victory for IFUT, the original proposals coming from the then Minister, Mary Mitchell O'Connor, were for Governing Authorities to have just 12 members. Ensuring we maximise our voice on Governing Authorities remains a priority for IFUT.

## MOTION 4: PRECARIETY

*IFUT calls on government and the HEIs to take urgent measures to reduce the reliance on short-term and precariously employed staff and to extend the benefits of full-time permanent status to all academic staff. In addition, we call on IFUT, throughout its various structures, to support initiatives to counter precarious labour practice, such as the Precarious Employment Campaign Steering Group, and that each branch committee appoint a representative with responsibility for precarious staff.*

**Proposed by UCC Branch**

### Action taken on Motion 4

Action taken on Motion 4 and 5 are discussed together below.

## MOTION 5: PRECARIOUS EMPLOYMENT CAMPAIGN STEERING GROUP

*That this ADC supports the foundation and work of IFUT's Precarious Employment Campaign Steering Group and calls on the Union to address precarity as a priority - and engage with all the key stakeholders to bring about change (DFHERIS/IUA, etc.).*

**Proposer: Dr Deirdre Flynn**  
**Seconder: Dr Rosarii Griffin**

The Precarious Employment Campaign Steering Group continues to meet to develop the coordinated response of IFUT to the issue of precarious employment. Further we support several branches who have commenced negotiations with their institutions to address specific forms of precarious employment. Through our engagement with the Funding the Future Working Groups we raise this issue with government, sector employers and other stakeholders such as the student unions. We continue to raise this as a sector-wide issue with our sister unions on the ICTU Higher Education Group of Unions and in all of our organising work as detailed above.

## MOTION 6: REMOTE AND FLEXIBLE WORKING

*We call upon this ADC to acknowledge the extraordinary commitment, dedication and flexibility displayed by our members in moving to online, blended and other working practices during times of lockdown and restriction. This ADC calls on IFUT to continue to engage at a local, sectoral and national level with employers to reach agreement on remote and flexible working, drawing on the successes and*

*and expertise gained during lockdown. Wholesale return to workplace practices must not happen without agreement, and appropriate accommodations must include the worker voice.*

**Proposed by DCU Branch**

### Action taken on Motion 6

In the course of the year, we worked with the other teacher unions to investigate the practices which had emerged during Covid and which continued after the return to face to face teaching. Representatives from the Four Teachers Unions developed a document on best practice and this needs to be tailored to Higher Education.

## MOTION 7: WORK-LIFE BALANCE AND POSITIVE MENTAL HEALTH

*This ADC encourages IFUT to use World Mental Health Day 2022 (10/10/22) as an opportunity to promote work-life balance and positive mental health among its members and all workers in the HE sector.*

**Proposed by UCD Branch**

### Action taken on Motion 7

Branches were asked to advise Head Office what they were doing to mark International Mental Health Day. UCD for instance, held a candle lit vigil to symbolise burnout. The ICTU Guide "Trade Unions and Mental Health" was shared with all branches and branches were encouraged to incorporate the recommendations of this guide into their work. Work on workplace bullying and the Right to Disconnect was shared on social media. On World Mental Health Day we shared messages relating to mental health.

## MOTION 8: SURROGACY LEAVE

*Conference instructs the Executive Committee to negotiate the same leave provisions for parents who have children by surrogacy as to those provided to parents under the Adoptive Leave Scheme.*

**Proposed by Executive Committee**

### Action taken on Motion 8

It was agreed by the Four Teacher Unions that all four Unions would put similar, or the same, motions before each of the Annual Delegate Conferences. After the IFUT ADC adopted this motion, we contacted the Department of FHERIS seeking to engage on this matter. We believed the most appropriate course of action was to seek agreement across the sector. Surrogacy Leave is in place in some of our sections.

The Department have responded to IFUT's request stating that a matter such as Surrogacy Leave arrangements across the public sector is not a matter for their Department. Accordingly, this issue either needs to be negotiated across the public sector, or by IFUT in each local institution.

## MOTION 9: TECHNOLOGY-ASSISTED LEARNING

*This ADC recognises the important role that technology played in ensuring continuity of teaching and learning during the pandemic. Technology for teaching and learning - in particular, lecture-capture, presents enormous potential but also opens up serious unintended consequences. This ADC calls on IFUT to engage with stakeholders at the highest level to develop a framework for technology-assisted learning, for implementation at the sectoral level.*

**Proposed by Lennon Ó Naraigh (UCD) & Miranda Corcoran (UCC)**

### Action taken on Motion 9

Action taken on Motion 9 and 10 are discussed together below.

## MOTION 10: LECTURE RECORDING

*This ADC calls on the HEIs to engage with IFUT branches to develop a strategy on streaming and recording of lectures that fully respects the autonomy and freedom of academic staff and affirms the importance to students and lecturers of in-person teaching.*

**Proposed by UCC Branch**

Motions 9 and 10 were dealt with jointly. The General Secretary and Deputy General Secretary met with USI Officers, the President and the Vice President for academic affairs, to discuss areas of common interest to both the USI and IFUT. It was decided to develop a joint USI/IFUT Working Group to look at the different approaches being taken across Further and Higher Education regarding lecture capture/online teaching and learning, etc. Unfortunately, the process has not delivered, and it will therefore fall to IFUT to lead the way to develop our position on these important issues.



## MOTION 11: UNIVERSITIES AS SANCTUARIES

*Universities should be places of sanctuary offering a safe place for students to learn and an environment where academic freedom is respected. This ADC calls on IFUT to engage with all Irish Universities and the IUA to proactively implement structured, sustainable supports that will enable scholars and students seeking refuge in Ireland to be adequately supported, resourced, and welcomed within Irish Higher Education*

**Proposer: Dr Angela Flynn, UCC Branch**

**Seconder: Dr Dug Cubie, School of Law, UCC Branch**

### Action taken on Motion 11

We recognise the efforts IFUT members made in their respective institutions to respond swiftly and compassionately to the number of refugees arriving in Ireland including those fleeing war in Ukraine. Through our work in the ICTU and ETUCE we have consistently raised awareness of Irish Universities as places of sanctuary, and we have called for funding to support students seeking refuge in Ireland.



## APPENDICES

**A: BRANCHES, BRANCH SECRETARIES & CENTRAL BRANCH CONVENORS 2022/23**

**B COUNCIL & EXECUTIVE 2022/23**

**C IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2022/23**



## APPENDIX A

### BRANCHES, BRANCH SECRETARIES & CENTRAL BRANCH CONVENORS 2022/2023

(First figure in brackets, MEMBERSHIP AT 31 DECEMBER 2022;  
second figure, MEMBERSHIP AT 31 DECEMBER 2021)

#### DUBLIN CITY UNIVERSITY (209/209)

SECRETARY: Michael Hinds

#### EDUCATIONAL RESEARCH CENTRE (19/17)

SECRETARY: Conall Ó Duibhir

#### MARY IMMACULATE COLLEGE, LIMERICK (174/169)

SECRETARY: Basil Vassilicos

#### MAYNOOTH UNIVERSITY (430/406)

SECRETARY: Marie Cullen

#### GALWAY UNIVERSITY (145/141)

SECRETARY: Alastair McKinstry

#### ROYAL COLLEGE OF SURGEONS IN IRELAND (79/86)

SECRETARY: Celeste Golden

#### TRINITY COLLEGE DUBLIN (466/459)

#### DUBLIN DENTAL HOSPITAL (9/9)

SECRETARY: Paula Hicks

LIBRARY CONVENOR: Nicole Seabrook

#### UNIVERSITY COLLEGE CORK (637/517)

SECRETARY: Jacqui O'Riordan

#### UNIVERSITY COLLEGE DUBLIN (542/492)

SECRETARY: Lennon O'Naraigh

#### CENTRAL (97/76)

ALL HALLOWS COLLEGE (1/1) c/o Head Office

HEALTH RESEARCH BOARD (2/2) c/o Head Office

DUBLIN INSTITUTE FOR ADVANCED STUDIES (21/17) c/o Head Office

MARINO INSTITUTE OF EDUCATION Deirdre Murphy, Education (27/13)

MILLTOWN INSTITUTE OF THEOLOGY & PHILOSOPHY c/o Head Office (3/3)

ROYAL IRISH ACADEMY (38/34) CONVENOR - Anthony Harvey

ST CATHERINE'S COLLEGE OF EDUCATION FOR HOME ECONOMICS c/o Head Office (5/5)

## APPENDIX B

### COUNCIL & EXECUTIVE 2022/23

\*(EXECUTIVE: PRESIDENT AND 11 MEMBERS)

#### BRANCH ENTITLEMENT

##### DCU 4/7

DENIS MOYNIHAN

\*MICHAEL HINDS

RUTH McMANUS

MIRIAM RYAN

##### ERC 2/2

BRENDA DONOHUE

\*CONALL O DUIBHIR

##### MICL 4/7

DES CARSWELL

\*GARETH COX

GERARD ENRIGHT

RORY MCGANN

##### MU 9/9

\*CONRAD BRUNSTROM

EOGHAN FLAHERTY

LIAM MACAMHLAIGH

MAIRE NI MhORDHA

MARIE CULLEN

PETER MURRAY (TRUSTEE)

ROBERT GALAVAN

SINEAD KENNEDY

SUSAN GIBLIN

##### RCSI 3/5

\*BENEDICT (BEN) RYAN

CELESTE GOLDEN

JUDY HARMEY

##### TCD 10/10

AIDAN SEERY

CORMAC Ó CUILLEANÁIN

DONALL MACDONAILL

ELIZABETH CULLETON-QUINN

\*ENRICA FERRARA (VP-FINANCE)

HUGH GIBBONS

IMACULADA ARNEDILLO SANCHEZ

JOHN WALSH

PAT WALL

PAULA HICKS

##### UCD 10/10

\*EMMA SOKELL (INCOMING PRESIDENT)

JOE BRADY

JOHN DUNNION (TRUSTEE)

\*KELLY FITZGERALD

LENNON O'NARAIGH

MARIE CLARKE

MAUREEN KILLEAVY

REGINA JOYE

RUSSELL HIGGS

TINA HICKEY

##### UG 4/6

ALASTAIR MCKINSTRY

BRUNO VOISIN

KEVIN DAVISON

\*LIAM MORRISON

##### CENTRAL 3/4 + PRES

\*DEIRDRE MURPHY MIE

JOSEPH FLAHITE RIA

\*ANTHONY HARVEY (PRESIDENT) RIA

SANDRA AUSTIN MIE

##### CENTRAL 3/4 + PRES

\*DEIRDRE MURPHY MIE

JOSEPH FLAHITE RIA

\*ANTHONY HARVEY (PRESIDENT) RIA

SANDRA AUSTIN MIE

##### CENTRAL 3/4 + PRES

\*DEIRDRE MURPHY MIE

JOSEPH FLAHITE RIA

\*ANTHONY HARVEY (PRESIDENT) RIA

SANDRA AUSTIN MIE

IN ADDITION TO THE PRESIDENT EX-OFFICIO,

THERE WERE ENTITLEMENTS TO 71

REPRESENTATIVE PLACES, OF WHICH 59 WERE

FILLED. THEREFORE, THERE WERE 59 PEOPLE

ON COUNCIL OUT OF A POTENTIAL 71.

## APPENDIX C

### IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2022/23

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 (NWC)

NEVIN ECONOMIC RESEARCH INSTITUTE (NERI)

PEOPLE'S COLLEGE (ICTU)

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

## APPENDIX C

### IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2022/23

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 (NWC)

NEVIN ECONOMIC RESEARCH INSTITUTE (NERI)

PEOPLE'S COLLEGE (ICTU)

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



# JOIN



**IFUT**

Irish Federation of University Teachers  
Cónaidhm Éireannach na Múinteoirí Ollscoile

**ORGANISING FOR EQUALITY**  
AND DECENT WORK IN HIGHER EDUCATION

---

# TODAY



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