

**Irish Federation of University Teachers**

***ANNUAL  
REPORT  
2013/2014***

**Cónaidhm Éireannach na Múinteoirí Ollscoile**

## GENERAL INTRODUCTION

I have the honour for the 8<sup>th</sup> time to present my Annual Report to the IFUT Annual Delegate Conference.

At first glance the report which follows is almost identical to those of previous years. That is because we use the same format and the same sequence as formerly. However, on closer reading it will be apparent (I hope) that in all cases the volume of work and the rate of activity has seen a very significant increase.

Without hyperbole I can say that the past year has been the busiest ever in our history as a trade union.

A colleague of mine had a mantra whenever anyone made statements akin to the one above. "Are ye boastin' or complainin'" he would say.

Well, I am certainly not complaining. And yes, I suppose, when I look at the dedication and commitment displayed day in and day out by the Deputy General Secretary and our Secretary/Office Manager, I have to admit that I boast. It is frequently remarked by officials in other unions in Ireland and abroad that it is hard to believe that IFUT has a total staff complement of exactly three people.

Stay with me, there is a purpose to what I am saying beyond merely boasting.

In 2007 I reported to the ADC that our total membership was 1,715. Today that figure is 2,172. That represents an increase of 26.6%. More tellingly, the raw figures would indicate that 21% of our current members are new. In fact, the percentage is very much higher than that since we had to replace all of those who left our ranks due to death, retirement, emigration etc. Remember, we also had various schemes to encourage early retirements and such like. This means that we can justifiably calculate our new membership as closer to 40% of our total.

If you combine the above figures with the industrial workload as evidenced in this and other Annual Reports and also take into account the fact that in IFUT's case a much higher number of new applicants than is the norm require immediate union assistance, then we can make the following surprising but, I have no doubt, accurate statement.

A very much higher proportion of our members is likely to have **directly** benefited from union activity on their behalf than is the case in any other trade union, at least nationally.

Why do I draw attention to this fact? It is, for sure, not because I'm "complainin'". Rather, it is to draw attention to a major resource which we can draw upon and a major positive factor in one crucial area where we have done well but we know we can do even better – building our union by attracting new members.

Despite the current workload, we in Head Office are hungry for more growth. In addition, we have a slate of elected representatives at all levels of the union who are literally of unrivalled quality vis-à-vis any other union in Ireland (remember I speak as one who has worked for 34 years as a full-time trade unionist).

I genuinely believe that, if we apply our minds to it and plan our tactics and strategy well, we could be on the cusp of a significant increase in our strength and influence over the next few years. Could there be a more appropriate way to mark our first 50 years and to pay tribute to the dedicated men and women who gave us such a foundation to build upon?

I'm not suggesting as a slogan that we proclaim that "IFUT is the best small union in the world to do business" (I think someone has taken that already), but I do say, let us be proud and optimistic and with increasing frequency let each of us do what international scientific research has proven to be the most effective thing to get non-members to join a trade union – ask them!

Ar aghaidh leis on obair!



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## I. REMUNERATION/PAY AGREEMENTS

### 1. Haddington Road Agreement

In the document "Proceedings of the ADC 2013" the details of the debate and the state of play at that time with regard to the 'Croke Park Proposals' is clearly set out. In summary the members had decided by a large margin to reject the 'Croke Park 2 Proposals'.

In May 2013 IFUT received an invitation from the Labour Relations Commission to attend Sectoral Level Talks (in our case the Sector being Education) with a view to negotiating an agreement consequent on the rejection of the 'Croke Park 2 Proposals'.

Following a lengthy debate at a specially convened meeting, the IFUT Executive agreed nem. con. to attend and participate in these talks.

The General Secretary and the President represented IFUT at the subsequent talks where the final text of what was entitled "The Haddington Road Agreement" was produced. In a second Special Executive Meeting the following course of action was unanimously agreed:

- To conduct an all-member secret ballot on the Proposals.
- To convene a Special Consultative Conference on the issue.
- To decide after this Conference on the question of making a recommendation to the membership.
- To seek legal advice on the constitutionality of the Financial Emergency Measures in the Public Interest (FEMPI) legislation.

At the regular Executive Meeting held after the Consultative Conference it was decided to recommend a 'No' vote to our members. This decision was reviewed and re-endorsed at the Executive's subsequent meeting where it was also decided to send out a letter to all members setting out carefully what the effect of a 'Yes' and a 'No' vote would be. The ballot on the Haddington Road Agreement was counted on 23 September 2013 and the result was as follows:

Ballot Papers issued	2,114
Ballot Papers returned	794 (38%)
Votes in Favour	495 (62%)
Votes Against	298 (38%)
Spoiled Votes	1

We met with John Rogers, Senior Counsel with regard to the FEMPI legislation but following discussions regarding Mr Rogers's advice the Executive decided not to proceed further along this route.

## 2. Individual Cases taken under the Terms of the Public Service Agreement

In TCD we succeeded in having a substantial pay cut imposed upon one of our members reversed when the Labour Court upheld our claim that this case should have been treated as a redeployment without loss of pay. Bizarrely in the same week we got no satisfaction in an almost identical case also in TCD. This latter case was adjudicated upon by a different division of the Labour Court.

In NUIG the Labour Court upheld a similar claim also reversing a pay cut (in this instance one of thirty three and one-third per cent) as a breach of the entitlements under the National Agreement to redeployment without loss of pay. NUIG has indicated that it may contest this issue further.

## II. CONDITIONS OF EMPLOYMENT

### 1. Cases under the Fixed-Term Workers' Act

During the past year IFUT has continued to be the single most active union in processing claims under the Protection of Employees (Fixed-Term Work) Act 2003. Most of the time the employers have forced us to go all the way not only to a Rights Commissioner Hearing but onwards to appeals in the Labour Court. This has been particularly frustrating especially since one would assume that when cases are being won that the employer would no longer fight similar cases.

Only in UCD and UCC does there appear to be any sense of realism and in UCD we have received concession of an entitlement to Contracts of Indefinite Duration in respect of eight employees. In UCC Contracts of Indefinite Duration were conceded without the need to refer to a third-party in 5 cases. In UCD two of the cases involved concession of other elements consequent upon the recognition of the entitlement to the CID i.e. restoration of a pay reduction and concession of entitlement to parental leave.

In NUIM we won Contracts of Indefinite Duration for two members at a Rights Commissioner Hearing and NUIM has appealed this Decision to the Labour Court. A Determination is expected shortly.

In SPD we succeeded in achieving equal pension rights by use of the entitlement to equal treatment conferred in the 2003 Act.

In TCD we are taking a very unusual case under Section 13 of the 2003 Act. This is the Section that outlaws victimization of an employee for having taken a case previously. The case is currently awaiting a Rights Commissioner's

Decision.

In addition, in NUIG we have taken a case also under Section 13 of the Act where we argue that the denial of a 4<sup>th</sup> year of employment to our members was connected with the university's desire to frustrate her achievement of a legal entitlement to CID. A Rights Commissioner's Decision is awaited.

## 2. Disputes regarding Promotion and Claims concerning Upgrading

**2.1 Tyndall Institute UCC** In July 2013 we conducted a ballot of our members in Tyndall for industrial action and strike action. The results were as follows:

Total Votes cast:	21
Votes in favour of industrial action:	21
Votes against industrial action:	0
Votes in favour of strike action:	21
Votes against strike action:	0

This produced the desired effect of getting the Department of Education and the Department of Public Expenditure and Reform to recognise the necessity of dealing with the unfair pay structure in Tyndall in a realistic and constructive manner. Following negotiations under the auspices of the LRC in August 2013 agreement was reached on a process whereby the extent of the gap in pay could be scientifically established and subsequently addressed.

Regrettably, what followed was one disgraceful episode of foot-dragging and delay after another. This caused members of both unions involved (IFUT and SIPTU) to lose patience and 2 one-day strikes took place in January and February 2014. When the unions proposed to extend the picketing for a third one-day strike to the main UCC Campus the Labour Relations Commission convened an urgent negotiation conference.

The outcome of this conference was a set of specific proposals with clear timeframes for each aimed at providing a realistic basis to resolve the longstanding pay dispute once and for all. The battle is far from over but substantial progress has been made.

**2.2 DIAS** At DIAS IFUT sought an upgrade for one member from 'Experimental Officer' to 'Assistant Professor'. The Rights Commissioner found that the claimant should formally submit a new job description to the employer for review and this should be done through the job evaluation process within three months to determine if an upgrade is warranted.

IFUT appealed the Rights Commissioner's recommendation to the Labour Court insisting that our member 'clearly has the responsibilities and duties of the Assistant Professor grade.'

The Dublin Institute for Advanced Studies argued that concession of the 'cost-increasing claim is

precluded by the terms of the Public Service Agreement' (Croke Park) and that they were also bound by the FEMPI (No. 2) Act, 2009.

The Court did not accept this argument and said that if the Institute cannot pay the appropriate rate 'it cannot reasonably expect to obtain the benefit of the higher duties to which the Claimant has been assigned'. The Institute 'confirmed to the Court that it requires the services that the Claimant is currently providing'. That being the case, the Court ruled, 'there is no justification for not remunerating him appropriately'.

The employer continued to refuse to place our member on the appropriate scale. Following a meeting with Ruairi Quinn TD, Minister for Education and Skills with a delegation of the IFUT Executive on 20 November 2013, Officials from the Department intervened in this case and instructed management at DIAS to sanction the claim.

**2.3 UCC** This was a claim on behalf of a member concerning the College's failure to promote him following a promotions procedure which we regarded as deeply flawed. We succeeded in getting some recompense at Rights Commissioner level and this was subsequently upheld on appeal to the Labour Court. However, as is depressingly common in such cases, neither the Rights Commissioner nor the Labour Court would accept the challenge of overturning the actual promotion decision itself despite the irregularities nor indeed, were they prepared to elevate the member to the grade he would have been at if the process had been fair to him.

**2.4 UCC** The President of University College Cork has refused to comply with a Recommendation from a Committee of the Governing Body (which was established in accordance with the UCC Grievance Procedure and s. 25(2) of the Universities Act 1997) to promote one member to full Professor.

The Committee's letter to the President dated February 13<sup>th</sup> 2013 **requests** application of *'the appropriate remedy by promoting Professor X to full Professor.'* The President has refused to implement the Committee's decision.

IFUT is awaiting a date for a Labour Court hearing and continues to seek compliance with the deliberations of Governing Body's own Committee in this case.

**2.5 Language Assistants, TCD & NUIG** After more than 2 years of frustrating negotiations with TCD we have taken a case to a Rights Commissioner asking that a proper study be carried out to establish a fair rate of pay for somebody employed officially as a Language Assistant but carrying out duties way in excess of the original job description. The Rights Commissioner's Decision is expected very shortly.

We are also dealing with a similar case in NUIG. Management's response to this has been particularly frustrating and we have requested that the matter go to a full Hearing of the Labour Court. Once again we are demanding a proper scientific analysis to establish a fair rate of pay to reflect this employee's actual work.

**2.6 UCD** Together with our colleagues in SIPTU we have negotiated in detail on a revision of the Promotions Scheme in UCD. This followed on from a Labour Court Recommendation and involved several Conciliation Conferences under the auspices of the LRC. Also in UCD we extended support to a significant number of members who, while deemed to be entitled to promotion have had the implementation of the promotion withheld from them.

### **3. Pensions / Added Years**

The transfer of University pension funds and corresponding liabilities to the National Pensions Reserve Fund took place as at 31<sup>st</sup> March 2010 through Statutory Instrument No, 124 of 2010.

As a consequence, Universities must now, on behalf of retiring staff members, submit to the Ministers (via the HEA) an application for professional added years. In practice this means that retirement benefits are being paid without the application of professional added years, until such time as a decision by the Department is made on this matter. To date the HEA has rejected such claims.

In house professional added years' calculations are now being reduced by the retained benefits of service from previous employments that have been or could have been transferred to UCC, NUIG and NUIM.

This change brought about the instigation of a selectively negative development particularly for those employees who have prior service (with deferred benefits) **at another institution.**

IFUT pursued this issue to the Labour Court and subsequently took legal advice on this matter.

It was the opinion of the Labour Court and of subsequent legal advice sought that a statutory body cannot act and is precluded from acting outside its statutory remit. If it does so it would be acting ultra vires and as a consequence no Court will order such a body to operate outside its remit.

### **4. Age Discrimination Case SPD**

Unfortunately the Labour Court declined to uphold our appeal against the Equality Officer's Recommendation in this case. This was not only very disappointing for the claimants concerned but genuinely perplexing for the union as the basis for the Equality Officer's Decision was that we had failed to establish a prima facie case. It can be

genuinely said that any fair reading of the full details of this case would, in our opinion, clearly lead to the inescapable conclusion that whatever else we did or did not do in this case, we had certainly established a prima facie case for discrimination. Nevertheless, the Labour Court's Determinations in such cases are binding and we can only express solidarity to the three members who were on the wrong side of a very surprising decision.

### **5. Alleged "Overpayment" of Associate Professors NUIG**

We raised this issue with the Minister for Education and he agreed to investigate it. Since then despite further communications between IFUT and the Department of Education no further progress has been achieved and IFUT has decided, in conjunction with SIPTU which also has members affected by this dispute, to make a formal complaint that NUIG's actions in this regard constitute a breach of the Haddington Road Agreement.

### **6. Enhanced Redundancy / 2-Year Ban**

We brought this case to the Labour Court and got a sympathetic Hearing. However, the Labour Court felt that it would be better if the parties could design the final shape of a Revised Agreement and asked us to do so. Regrettably the Department of Education and the Department of Public Expenditure and Reform adopted an extremely negative and minimalist approach to these talks and no final agreement was possible. Therefore, the matter was referred back to the Labour Court. The Labour Court upheld the unions' proposal to retain the entitlement of 3 weeks' pay per year of service plus statutory entitlement with the 2-year ban or as an alternative option 2 weeks' pay per year of service plus statutory entitlement with no ban.

### **7. Individual Cases**

The workload with regard to individual cases during the year 2013/2014 has been literally unprecedented. We have never had to fight so many individual cases before and this is clearly a reflection on the chronic underfunding in the Sector combined with, unfortunately, very bad Management practices in many instances. The following is a list of employments where we have been engaged in (and in some cases are still engaged in) individual cases:

TCD:	18 cases
NUIG:	7 cases
NUIM:	5 cases
UCC:	2 cases
UCD:	8 cases
RCSI:	6 cases
DIAS:	3 cases

SPD: 2 cases  
MICL: 3 cases  
All Hallows: 1 case

All of the above cases are in addition to those reported under specific headings such as the Fixed-Term Workers' Act etc.

### 8. Librarians

During the year we established an IFUT Librarians' Group. The function of this is to provide a forum for the sharing of experiences and to help to network on a range of issues which are specific to Library staff.

We are also dealing with issues on behalf of the Librarians in RCSI and UCC.

### 9. Other Issues Arising from the Public Service Agreement/Haddington Road Agreement

In conjunction with colleagues from other trade unions we have devoted a lot of time to dealing with changes introduced at national level concerning uncertified sick leave, a critical illness protocol, changes to annual leave etc.

An Expert Group to analyse the extent of casual and temporary employment amongst Teachers and Lecturers in Higher Education has also been established and Dr Marie Clarke, Outgoing President is the IFUT representative on this group.

### 10. UCD Car Parking

A number of meetings including two LRC Conciliation Conferences were held on the issue of the introduction of paid parking in UCD which we oppose.

## III. GENERAL CONTACTS

### 1. Education Unions

We continue to enjoy excellent relations with our colleagues in the ASTI, INTO and TUI. The General Secretaries and Presidents of each of the unions meet approximately once a month and we also combined very successfully together on the issue of the 2-Year Ban/Enhanced Redundancy.

### 2. Irish Congress of Trade Unions

Following the decision of the NASUWT in Northern Ireland to seek a place on the Executive Committee of the Irish Congress of Trade Unions it was apparent that it would be impossible for IFUT to retain our seat there as there would now be five teacher union representatives on the Executive Committee. Despite a very strong campaign these predictions proved to be accurate and we were the last person left after all positions were filled.

The President, the General Secretary and the Deputy General Secretary represented IFUT at the

Biennial Delegate Conference of ICTU in Belfast in July 2013.

Ann Louise Gilligan, SPD acts as the Vice Chair of the Congress Women's Committee. Rose Malone, President is also a member of this committee.

Breandán Ó Cochláin, NUIG and Colum Ó Cléirigh, SPD represent IFUT on the ICTU Retired Workers' Committee.

### 3. Trades Councils

Our representatives on Trades Councils are as follows:

**Dublin Council of Trade Unions:** Hugh Gibbons, Outgoing President.

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

**Galway Council of Trade Unions:** Alastair McKinstry, NUIG.

**Limerick Council of Trade Unions:** Tony Bonfield, MICL.

### 4. International Work

**4.1 Education International** The General Secretary has continued as a member of the European Executive in his capacity as European Treasurer of Education International.

**4.2 EU Sectoral Dialogue in Higher Education** The Deputy General Secretary has represented the Irish Trade Unions on the Sectoral Social Dialogue in Higher Education dealing in particular with Gender Equality in Higher Education.

**4.3 Bologna Follow-Up Group (BFUG)** The General Secretary represents IFUT on the Irish Bologna Committee and is also the EI representative on the European BFUG Sub-Group on Funding and Governance.

**4.4 TUAC** The General Secretary represents IFUT on the OECD's Trade Union Advisory Committee.

**4.5 Higher Education and Research Standing Committee** Under the auspices of HERSC a major European Survey concerning the question of a "Supportive Environment for Academics" has been conducted and will soon be publicly launched. The major input research-wise and in terms of design of this survey was conducted by Dr Marie Clarke of IFUT.

At the proposal of the General Secretary HERSC also drafted a comprehensive policy paper with regard to Early Stage Researchers which has recently been endorsed by the European Committee of Education International.

**4.6 EQAR** Daire Keogh, SPD continued as the EI representative on the European Quality Assurance Register,

**4.7 BIGTU** British and Irish Group of Teacher Unions is a biennial meeting of all Education Unions in Ireland and the UK. BIGTU convenes one meeting of all of the General Secretaries of the

British and Irish Education Unions and one meeting of the General Secretaries and Presidents of these unions each year.

**4.8 Ghana** The General Secretary was asked by the National Association of Graduate Teachers in Ghana to assist with the provision of a Leadership Training Course in Accra. This was done in connection with the Canadian Association of University Teachers. The General Secretary's accommodation costs were paid for by CAUT and the IFUT Executive agreed to pay the travel costs. The training session was deemed to be a great success by all concerned.

**4.9 International Solidarity** The Executive agreed to make a donation of €2,000 to assist with relief following the cyclone in the Philippines.

**4.10 United Nations Conference on the Status of Women, New York City** The President, Rose Malone represented IFUT and Educational International at this important conference.

**4.11 ICTU Global Solidarity Committee** Dr Edward Lahiff, UCC represents IFUT on this ICTU committee.

**4.12 EI World Women's Conference 2014** The second EI World Women's Conference took place in Dublin, April 7<sup>th</sup> – 9<sup>th</sup> 2014. The conference theme was *Women in Trade Unions and in Education: from Words to Action*.

The event, was hosted by Education International, the largest global union federation, representing over 30 million teachers and other education workers in 400 organisations in more than 170 countries and territories. The Conference was co-hosted by the four EI Irish national affiliates: the Irish Federation of University Teachers (IFUT), the Association of Secondary Teachers Ireland (ASTI), the Irish National Teachers' Organisation (INTO) and the Teachers' Union of Ireland (TUI).

The EI Conference provided an opportunity for IFUT's presence and voice to be reported by the media and to be heard by Education International. Education International advances the interests of higher education and research staff by working closely with UNESCO, the ILO and other UN bodies, and by lobbying international agencies such as the OECD, the World Bank, and the World Trade Organisation. Due to IFUT's input at the Higher Education Workshop, the EI Conference outcomes and recommendations include an amendment to the Education International Gender Equality Action Plan to include women and gender issues in higher education and research into the text of this document.

## 5. SCoTENS

Dr Rose Malone, President represents IFUT on this body.

## 6. National Council for Curriculum and Assessment

IFUT is represented on the NCCA by Dr Rose Malone, President and Dr Daire Keogh, SPD. Professor Michael Shevlin, TCD is our nominee on to the Special Educational Needs Steering Group.

## 7. Teaching Council

Dr Marie Clarke, Outgoing President is the ICTU nominee on the Teaching Council.

## 8. Qualifications and Quality Ireland

Dr Ann Louise Gilligan, SPD is the Minister's nominee on the Board of Qualifications and Quality Ireland. Tony O'Farrell, NUIM and Aidan Kenny, TUI are the Teacher Union nominees on the Review Panel of the QQI.

# IV. EDUCATION & RESEARCH

## 1. Froebel College/NUIM

In September 2013 Froebel College was amalgamated with NUIM. In the previous months a comprehensive agreement covering all aspects of this change was negotiated by IFUT, INTO and SIPTU. We continue to monitor the implementation of this comprehensive agreement through our membership of the Froebel Integration Body where our representative is Dr Rose Malone.

## 2. Review of Initial Teacher Education

The implementation of the Salburg Report on ITE has been very uneven. There has been little or no "progress" with regard to MICL and UL. Nor does there appear to be any discernable controversy concerning developments in UCC (integration of the Crawford School of Art), NUIG (integration of members from St Angela's College and GMIT). With regard to the cluster involving TCD, UCD, NCAD and the Marino Institute, there has been a significant amount of interaction. IFUT has taken an interventionist role on two occasions when we were concerned at progress being made without due regard to the rights of our members. Possibly as a result of our intervention the character of the proposed new entity in this case has now been radically changed from being one of a single entity based in Marino to now being a collaborative entity whereby there will be no change either in employment status or in location of employment.

Of major significance has been the rapid pace of change with regard to what is now being openly discussed as the "Incorporation of CICE, MDIE and SPD into new DCU". The three Branches in each of the above sections due for "incorporation" have been working very closely together and with Head Office and a very active programme of work has been engaged upon. However, it must be stated

## V. ORGANISATION & COMMUNICATIONS

that the pace of change without any regard to the rights of the employees to collective negotiations with regard to their future is one that is very disturbing and makes us very aware of the need to remain very active on this issue. This item will be the subject of major discussion at the Annual Delegate Conference.

### 3. Higher Education Grants Review Body

Dr Marie Clarke, Outgoing President sits on this body on the nomination of the Minister for Education.

### 4. Defend the University Campaign

IFUT in conjunction with SIPTU has launched a campaign to Defend the Irish University. Further details are available on [www.defendtheuniversity.ie](http://www.defendtheuniversity.ie)

### 5. Organising Casual Academics

The increased numbers of Academics and Researchers on casual contracts is a source of major concern and has been discussed by the IFUT Executive on a number of occasions. There is no doubt that this area will require our greater activity and involvement in the coming period.

### 6. Intellectual Property

Council decided to set up a small group comprising Alastair McKinstry, NUIG; Hugh Gibbons, TCD and Dónall MacDónaill, TCD to draft a brief initial document on issues arising from Intellectual Property, MOOC' etc.

### 7. Threat to Close Classics Department, UCC

IFUT participated in the successful campaign to prevent the closure of the Classics Department in UCC.

### 8. Education Research Centre

The Educational Research Centre at St. Patrick's College, Drumcondra is in the unique position of being the only Research facility within the education system working at all levels of the education structure from pre-school to third level.

It is now proposed that the Centre be relocated to the Inspectorate at the Department of Education and Science this year. Consultation on this proposal is ongoing and our members continue to be concerned regarding the uncertainty surrounding the process of the re-organisation of staff arising from this decision.

IFUT has sought all relevant information regarding the new structures and change management processes and has requested full prior consultation and negotiation with regard to any proposed changes to existing working arrangements of staff employed.

### 1. Membership

The total membership of IFUT is 2,172 compared to 2,146 last year. The breakdown of this is as follows (last year's figures are in brackets): 1,579 (1,465) on higher rate of subscription, 171 (178) on lower, 31 (40) on leave of absence and 391 (463) retired. Details of Branches are given in Appendix A.

### 2. Representative Training Course

Two attempts to organise a further Representative Training Course had to be cancelled due to the non-availability of enough participants. This is further evidence of the high workload afflicting all academics at present.

### 3. Membership Plus

We decided to renew our subscription to Membership Plus for a further year and the feedback we are getting from members continues to be quite positive.

### 4. Other IFUT Benefits

We have added to the list of IFUT Benefits a special arrangement with O2 with regard to telephone/telecommunication charges.

### 5. Executive and Trustees

The Executive met 13 times during the course of the year.

The Members of the Executive are: Rose Malone, NUIM (President); Marie Clarke, UCD, Outgoing President; Michael Delargey, UCC (Vice President Finance); Aidan Seery, TCD; Russell Higgs, UCD; Breandán Ó Cochláin, NUIG; Peter Murray, NUIM; Cora Cregan, SPD; Aislinn O'Donnell, MICAL; Áine O'Neill, CICE; and Anthony Harvey (RIA) Central Branch.

At a meeting of the Executive held on 13 June 2013 Mr Michel Delargey, UCC was elected as Vice President-Finance.

The Executive also allocated the following portfolios:

**Cursáí Gaeilge:** Breandán Ó Cochláin, NUIG

**Tenure & Related Matters:** Russell Higgs, UCD

**Administration & Finance:** Michael Delargey, UCC

**Equality & Related Matters:** Cora Cregan, SPD

**International Affairs:** Áine O'Neill, CICE and Peter Murray, NUIM

**Research Matters:** Alastair McKinstry, NUIG

The following **Trustees** were re-elected at the 2013 ADC: Gerard Jennings, NUIG; Colum Ó Cléirigh, SPD. Donal Fitzsimons, UCD.

### 6. Council

The Council met three times during the year.

## **7. IFUT's 50<sup>th</sup> Anniversary**

**7.1 IFUT Bursaries** We decided to make available 5 Bursaries of €2,000 each for students to celebrate our 50<sup>th</sup> anniversary. More than 60 applications have been received and these will be adjudicated on in the coming weeks/months by Dr Caroline Hussey and Dr Patrick Clancy.

**7.2 IFUT Awards for Excellence in Writing on a theme connected with Higher Education** A significant number of applications have been received for this award and the final adjudication will be carried out by Professor John Horgan and Professor Áine Hyland.

**7.3 Witness Seminar** With the sponsorship of IFUT our Witness Seminar on the issue of the Proposed Amalgamation of TCD and UCD in the 1960's was held in Trinity College Dublin.

## **8. Meeting with Ruairí Quinn TD, Minister for Education and Skills**

Arising from his inability to attend our ADC last year the Minister agreed to meet with the Executive to discuss issues of concern to us. This meeting took place on 20 November 2013 and was very constructive and successful. Obviously the period since then has been one wherein we have had to remind the Minister of the various promises made to us. However, in the round the meeting would have to be deemed to have been a success.

## **9. Head Office Staff**

During the year we increased the working week of the Assistant General Secretary to a full working week and also agreed to change the title to Deputy General Secretary.

*Mike Jennings,  
General Secretary.*

*29 April 2014*

## IFUT Initials

<b>AH</b>	All Hallows College
<b>CB</b>	Central Branch
<b>CICE</b>	Church of Ireland College of Education, Rathmines, Dublin
<b>CITC</b>	Church of Ireland Theological College
<b>DDH</b>	Dublin Dental Hospital
<b>DIAS</b>	Dublin Institute for Advanced Studies
<b>FROEBEL</b>	Froebel College of Education
<b>HRB</b>	Health Research Board
<b>MDIE</b>	Mater Dei Institute of Education
<b>MICL</b>	Mary Immaculate College, Limerick
<b>MITP</b>	Milltown Institute of Theology & Philosophy
<b>NERI</b>	Nevin Economic Research Institute
<b>NUIG</b>	National University of Ireland, Galway
<b>NUIM</b>	National University of Ireland, Maynooth
<b>RCSI</b>	Royal College of Surgeons in Ireland
<b>RIA</b>	Royal Irish Academy
<b>SFI</b>	Science Foundation Ireland
<b>ST C</b>	St Catherine's College of Home Economics, Sion Hill, Dublin
<b>SPD</b>	St Patrick's College, Drumcondra, Dublin
<b>SPM</b>	St Patrick's College, Maynooth (Pontifical)
<b>TCD</b>	Trinity College Dublin
<b>UCC</b>	University College Cork
<b>UCD</b>	University College Dublin

## APPENDIX A

### BRANCHES, BRANCH SECRETARIES & CENTRAL BRANCH CONVENORS 2013/14

(First figure in brackets, current membership; second figure, last year's.)

- 1 Trinity College Dublin (406/417) & Dublin Dental Hospital (11/14)**  
*Secretary* – Aidan Seery, Education  
*Library Convenor* – Seán Hughes, Berkeley Library  
*DDH Contact* - Frank Houston, Restorative Dentistry
- 2 University College Dublin (412/407)**  
*Secretary* – Emma Sokell, Physics
- 3 University College Cork (448/459)**  
*Secretary* – Angela Flynn, Nursing & Midwifery
- 4 National University of Ireland, Galway (124/124)**  
*Secretary* – Alastair McKinstry, ICHEC
- 5 National University of Ireland, Maynooth (288/255)**  
*Secretary* – Jeneen Naji, Media Studies
- 6 Royal College of Surgeons in Ireland (66/66)**  
*Secretary* – Celeste Golden, Admissions Office
- 7 St Patrick's College, Drumcondra (159/149)**  
*Secretary* – Orla Nic Aodha, Library
- 8 Church of Ireland College of Education (23/23)**  
*CICE Convenor* – Jacqueline Fallon, Early Education
- 8 Mary Immaculate College, Limerick (147/148)**  
*Secretary* – Cathy Swift, Irish Studies
- 9 Central (88/88)**  
ALL HALLOWS COLLEGE (2/2)  
*Convenor* – Bernadette Flanagan, Spirituality  
  
CHURCH OF IRELAND THEOLOGICAL COLLEGE (1/1)  
*Convenor* – Patrick Comerford, Spiritual Formation  
  
HEALTH RESEARCH BOARD (3/3)  
*Convenor* - Joan Byrne, Microbiology  
  
DUBLIN INSTITUTE FOR ADVANCED STUDIES (15/14)  
*Convenor (Senior Professors/Registrar Group)* - Fergus Kelly, Celtic Studies  
*Convenor (Non-Sen. Prof. Staff Group)* – **No Convenor**  
  
MATER DEI INSTITUTE OF EDUCATION (31/30)  
*Convenor* – Michael Hinds, English  
  
NEVIN ECONOMIC RESEARCH INSTITUTE (1/1)  
*Convenor* – Mícheál Collins, Senior Research Officer  
  
ROYAL IRISH ACADEMY (20/18)  
*Convenor* - Anthony Harvey, Dictionary of Medieval Latin from Celtic Sources  
  
SCIENCE FOUNDATION IRELAND – Elena Martines (1/1)  
  
MILLTOWN INSTITUTE OF THEOLOGY & PHILOSOPHY - c/o Head Office (3/3)  
  
ST CATHERINE'S COLLEGE OF EDUCATION FOR HOME ECONOMICS - c/o Head Office (10/10)  
  
EX-CARYSFORT - c/o Head Office (1/1)

## APPENDIX B

### COUNCIL & EXECUTIVE 2013/14

\*(Executive: President and 10 Members)

#### BRANCH ENTITLEMENT

#### DEPARTMENT

##### **TCD 9/9 + 1 Exec**

Dónall A. MacDónaill	<i>Chemistry</i>
Hugh Gibbons	<i>Computer Science</i>
*Aidan Seery	<i>Education</i>
Pat Wall	<i>Education</i>
John Walsh	<i>Education</i>
Liam Dowling	<i>Electronic &amp; Electrical Engineering</i>
Cormac Ó Cuilleanáin	<i>Italian</i>
Seán Hughes	<i>Library</i>
Gobnait Byrne	<i>Nursing &amp; Midwifery</i>
Anthony McCashin	<i>Social Studies</i>

##### **UCD 9/9**

Paddy O'Flynn	<i>Chemical Engineering</i>
John Dunnion	<i>Computer Science</i>
Gordon Cooke	<i>Conway Institute</i>
*Marie Clarke ( <i>Outgoing Pres</i> )	<i>Education</i>
Conor Galvin	<i>Education</i>
Maureen Killeavy	<i>Education</i>
Susan Hedigan	<i>Funded Research Support Services</i>
*Russell Higgs	<i>Mathematics</i>
Rita Collins	<i>Nursing &amp; Midwifery</i>

##### **UCC 10/10**

David Murphy	<i>Computer Science</i>
*Michael Delargey ( <i>Vice Pres-Fin</i> )	<i>Education</i>
Brendan Palmer	<i>Medicine</i>
Tom Andrews	<i>Nursing &amp; Midwifery</i>
Angela Flynn	<i>Nursing &amp; Midwifery</i>
Alan Mathewson	<i>Tyndall</i>
James O'Callaghan	<i>Tyndall</i>
Cian Ó Murchú	<i>Tyndall</i>
Ken Rodgers	<i>Tyndall</i>
Eoin Sheehan	<i>Tyndall</i>

##### **NUIG 4/6**

*Breandán Ó Cochláin	<i>Chemistry</i>
Catherine Emerson	<i>French</i>
Alastair McKinstry	<i>ICHEC</i>
Donal Leech	<i>Chemistry</i>

**NUIM 7/7 + Pres**

Rose Malone (*Pres*)  
 Mary Gilmartin  
 Andrew Sliney  
 Tony O'Farrell  
 Jeneen Naji  
 Dermot Barnes-Holmes  
 Saranne Magennis  
 \*Peter Murray

*Education*  
*Geography*  
*Library*  
*Mathematics*  
*Media Studies*  
*Psychology*  
*Quality Promotions*  
*Sociology*

**RCSI 0/4**

None

**MICL 6/6**

Michael Finneran  
 \*Aislinn O'Donnell  
 Deirdre McMahon  
 Cathy Swift  
 Gerard Enright  
 Patrick Connolly

*Education*  
*Education*  
*History*  
*Irish*  
*Mathematics & Computer Studies*  
*Theology & Religious Studies*

**SPD 6/6 + 1 Exec**

\*Cora Cregan  
 Eugene McNulty  
 Ruth McManus  
 Carla King  
 Orla Nic Aodha  
 Colum Ó Cléirigh (*Trustee*)  
 John O'Flynn

*Careers*  
*English*  
*Geography*  
*History*  
*Library*  
*Music*  
*Music*

**CICE 2/2**

\*Áine O'Neill  
 Orla Kelly

*Special Education*  
*B.Ed Dept.*

**CENTRAL 5/5**

Anthony Harvey  
 Kate O'Malley  
 \*Joan Byrne  
 Mícheál Collins  
 Bernadette Flanagan

*DMLCS, RIA*  
*Documents on Irish Foreign Policy, RIA*  
*Microbiology, HRB-TCD*  
*Nevin Economic Research Institute, ICTU*  
*Spirituality, All Hallows*

**NOTE:**

In addition to the President ex officio, there were entitlements to 65 representative places, of which 60 were filled. Therefore, there were 60 people on Council out of a potential 65.

## APPENDIX C

### IFUT COMMITTEES & WORKING GROUPS 2013/14

#### **Standing Committee**

##### *EQUALITY*

Joan Donegan ( <i>Convenor</i> )	Deputy General Secretary
Aifric O'Grada	<i>Applied Social Studies, UCC</i>
John Dunnion,	<i>Computer Science, UCD</i>
Marie Clarke ( <i>Outgoing Pres</i> )	<i>Education, UCD</i>
Maureen Killeavy	<i>Education, UCD</i>
Rose Malone ( <i>Pres</i> )	<i>Education, NUIM</i>
Aislinn O'Donnell	<i>Education, MICL</i>
Catherine Emerson	<i>French, NUIG</i>
Catherine Swift	<i>Irish Studies, MICL</i>
Orla Nic Aodha	<i>Library, SPD</i>
Jeneen Naji	<i>Media Studies, NUIM</i>
Rita Collins	<i>Nursing, UCD</i>
Angela Flynn	<i>Nursing, UCC</i>
Edward McCann	<i>Nursing, TCD</i>
Eithne McCabe	<i>Physics, TCD</i>
Ann Louise Gilligan	<i>Religious Studies, SPD</i>
Cora Cregan	<i>Careers, SPD</i>

#### **Working Groups**

##### *ITER*

Joan Donegan	Deputy General Secretary
Ailbhe Kenny	<i>Arts Education &amp; Physical Education, MICL</i>
Jacqueline Fallon	<i>Early Education, CICE</i>
Marie Clarke	<i>Education, UCD</i>
Michael Delargey	<i>Education, UCC</i>
Rose Malone ( <i>Pres</i> )	<i>Education, NUIM</i>
Damian Murchan	<i>Education, TCD</i>
Regina Murphy	<i>Education, SPD</i>
Deirdre Raftery	<i>Education, UCD</i>
Aidan Seery	<i>Education, TCD</i>
Máirín Wilson	<i>Education, CICE</i>
Alastair McKinstry	<i>ICHEC, NUIG</i>
Catherine Swift	<i>Irish Studies, MICL</i>
Noel Jackson	<i>IT Services, MDIE</i>
Orla Nic Aodha	<i>Library, SPD</i>
Tony O'Farrell	<i>Mathematics, NUIM</i>
Rita Collins	<i>Nursing, UCD</i>
Ann Louise Gilligan	<i>Religious Studies, SPD</i>
Éamonn McCauley	<i>Special Education Needs, CICE</i>

## APPENDIX D

### IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2013/14

British and Irish Group of Teacher Unions (BIGTU)

Education International (EI)

& its EI Pan-European Structure (EIPES) \*

& its Higher Education & Research Standing Committee (HERSC)

European Trade Union Committee for Education (ETUCE) \*

Educational Studies Association of Ireland (ESAI)

IFUT-NIAC Liaison – (Nth Ireland Advisory Committee/University & College Union)

Irish Congress of Trade Unions (ICTU)

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

Irish Labour History Society (ILHS)

National Women's Council of Ireland (NWCI)

Nevin Economic Research Institute (NERI)

Network for Education and Academic Rights (NEAR)

People's College (ICTU)

Standing Conference on Teacher Education North and South (SCoTENS)

Society for Research into Higher Education (SRHE)

\* These bodies have now agreed to amalgamate into one unified structure which will operate under the title "ETUCE".