

**Irish Federation of University Teachers**

***ANNUAL REPORT***  
***2016/2017***

**Cónaidhm Éireannach na Múinteoirí Ollscoile**

## GENERAL INTRODUCTION

It is with very mixed emotions that I present this IFUT Annual Report to the ADC because this is the last time I will have the honour to do so as General Secretary.

In my introduction last year to the Annual Report for 2015/16 I said;

"There will be changes in the years ahead which we must be ready to respond to...We need only remark that no one on our team is getting any younger. Enough said on that, for now."

Subsequent to that I explicitly informed the IFUT Executive of my intention to retire as general secretary on 31 August 2017.

I have always kept this general introduction to the annual report fairly short and concise. I will try to maintain that record and practice. However, I do believe that members will allow me, in the circumstances, to look back to some degree but, much more importantly, also to look forward.

In 2007 the total membership of IFUT was 1715. Today it is 2,382, an increase of 38.9%. In 2007 we had financial reserves of €601,712. Today that figure stands at €1,433,128 (i.e. an increase of 138%). All of this occurred during a period almost totally co-terminous with the worst economic and staffing crisis in the history of Irish Higher Education.

The lessons to be learned from this are clear; We have a very strong union base, we have a very strong "brand identity", we have highly dedicated staff and activists and we, if we can grow during such hard times, can be confident in our ability to grow even more during a more propitious period.

We have the capacity we have the tools, and we have the potential (in multiple ways) - all we need now is the courage and the ambition necessary to take full advantage of the opportunities presented to us.

This month Joan Donegan assumed the title of General Secretary/Designate. On 1 September 2017 she will succeed me as IFUT General Secretary. Her appointment represents one of the cleverest and best decisions ever taken by the IFUT Executive. I have known Joan for many years and have always had a high opinion of her ability. However, it has been in the past 5/6 years of working one to one with her that I have really grown to appreciate her capacity for hard work, her dedication to the union and to its members, her skills as a negotiator and her empathy and sensitivity in dealing with people who come to us with problems which often threaten to overwhelm them.

But I know another aspect of Joan's suitability for the post which I sincerely hope that the organisation will recognise, will trust and will take full advantage of. That is her ambition for this Union and the scope and scale of her assessment of our potential to grow and develop.

Quoting once again from the 2015/16 may I recall that I said the following:

"In the coming year we, as an organisation, may be called upon to take some risks, to be prepared to spend money investing in our future, to bet on ourselves and our capacity to grow if we have the resources to foster such growth".

We have the capital resources; Reputation, Staff, Historical Achievements and Finance. We must have the courage not to be content to let these resources sit dormant but to use them and to release them to fuel the expansion of our union which is clearly an optional choice for us.

My optimistic appraisal of IFUT's future is hugely bolstered by the Executive's decision to offer the post of Deputy General Secretary to Frank Jones.

Frank was one of a number of high reputation union officials who responded to our invitation to apply to work with us. I am so pleased that Frank was the clear choice of the selection committee appointed by the IFUT Executive for this purpose.

I have known and worked with Frank and I know that he is someone who will fit in 100% with our IFUT ethos of hard work, dedication to our members and commitment to the ideals of academic freedom and the primacy of the exploration of truth in all areas of research.

And side by side with all of this change we have the best of all possible options; the ongoing dedication of Phyllis Russell as our Office Manager/Secretary. Phyllis's hard work and total devotion to IFUT has been well recognised for years. Phyllis and Joan and Frank will be, in my opinion, the best team serving the needs of members in any union in Ireland today.

So, is it any wonder I am optimistic for the future of IFUT?

I am looking forward to my retirement. But I am also relishing the prospect of seeing IFUT grow and grow over the coming years.

I commend this report for your approval

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## I. REMUNERATION/PAY AGREEMENTS

### 1. Lansdowne Road Agreement

The Lansdowne Road Agreement is in its final stages and, already, there is speculation that the talks to replace it will commence within weeks of the ADC, possibly even sooner. IFUT's position will be that we are seeking the maximum restoration of all pay and remuneration cuts inflicted upon our members during the entire period of austerity.

Under the terms of the Haddington Road Agreement the following restorations have already been agreed:

For those on annualised salaries up to €65K; €1,000 payable with effect from 1 April 2017 (This payment had been brought forward from the scheduled date of 1 September 2017)

For those on salaries between €65K and €104K;  
50 per cent of the Haddington Road cuts will be restored from 1 April 2017 and the balance on 1 January 2018.

For those on salaries in excess of €104K the restoration of the Haddington Road pay cuts will be in three stages, 1 April 2017, 1 April 2018, 1 April 2019.

Since IFUT is a full member of the Public Services Negotiating Committee we will play a full part in the forthcoming talks. It is envisaged that in accordance with previous practice our delegation will comprise of the General Secretary, the Deputy General Secretary and the President.

### 2. Pay Cuts in MICL

We were successful in overturning a unilateral cut in the hourly rate for temporary Lecturers in MICL.

## II. CONDITIONS OF EMPLOYMENT

### 1. Incorporation of CICE, MDIE & SPD into DCU

The detailed negotiations prior to this historic merger continued all through the year. To give a full account of all of the elements which required negotiation would involve a written report as lengthy as all of the rest of this Annual Report.

In summary, the approach adopted was that all parties negotiated multiple specific changes to the current body of agreements in each college. This produced amended collective agreements in each of all three colleges which were then compatible with the negotiated collective agreement in DCU. These draft collective agreements were then put to

secret ballot votes in each of the colleges and the results were as follows:

College	Votes Cast	For	Against
CICE	16	16	0
MDIE	31	29	2
SPD	66	60	6

Considering how unwelcome and unpopular were many of the aspects of this merger, this strong vote in favour can only be read as a clear endorsement, and indeed appreciation, of the hard work put in by all IFUT representatives who devoted countless hours of commitment over 2.5 years to achieve the best possible deal for their colleagues.

Following on from this vote the new collective agreement came into operation on 30 September 2016 and on 1 October 2016 all four agreements became one.

Two further points need to be made regarding this item.

The first is that the new collective agreements did not change the recognition of IFUT issue and this is dealt with elsewhere in this report.

The second point to be made is that, post-Incorporation there remains a multitude of unresolved issues both of a collective and individual nature which means that the work demands on IFUT Head Office have not diminished in any way and, in fact, may have increased since 1 October 2016. Outstanding issues include but are not confined to; redeployment for certain staff members, anomalies regarding progression Above the Bar, allocation of hours of work, designation of job titles, recognition of past service, calculation of pension entitlements, status of Head of Department, downgrading of job grade and status, renewal of temporary contracts, payment of additional increments, red-circling of pay/annual leave, and others.

This list is not exhaustive and many important issues in DCU are reported on separately elsewhere in this report. It should also be noted that IFUT is fully supportive of the campaign being conducted by the Church of Ireland College of Education Staff Support Group to achieve an appropriate recognition and response from the responsible authorities for the hardship and disadvantage suffered by CICE staff as a direct result of how the merger/dissolution was handled by these authorities.

### 2. Precarious & Casual Employment in Higher Education

#### 2.1 Cush Report

The Expert Group on Fixed-Term and Part-time Employment for Lecturers.

We reported last year on the exceptional and unacceptable delays in the issuing of this report. It was finally issued in the course of the year. The

report now known as the Cush Report contains several very useful recommendations which have been accepted by the Minister. Amongst these is the reduction in the required aggregate time for entitlement to a Contract of Indefinite Duration from 4 years to 2 years. It is still a requirement that there be at least two employment contracts in the qualifying period. The report also makes provision for part-time contracts of employment to be augmented up to higher numbers of hours after the employee concerned has been contracted to do these extra hours for a period of just 12 months after the achievement of a CID based on a smaller number of hours.

The report also requires the employers to be more proactive in terms of seeking redeployment/alternative employment options for those on Fixed-Term Contracts whose contracts are coming to a conclusion.

The setting up of this Expert Group was one of the demands made by IFUT in the course of the national negotiations and it is one that we can take particular satisfaction in, especially considering that approximately 70% of our time as a union is spent on cases related to fixed-term and part-time contracts and precarious employment in general.

## 2.2 Charter of Rights for Precarious Workers

This very worthwhile Charter was compiled and adopted by the UCC Branch of IFUT and this has been replicated since then in a number of other colleges. The MU Branch has been particularly active in this area following the example of UCC.

## 2.3 Extension of Temporary/Precarious Work Contracts in TCD

TCD has announced that henceforth all employment contracts, including those arising from promotions, in the Admin, Library and Support Grades will be Temporary, Fixed-Term Contracts. This is utterly disgraceful and indefensible and, as a result, IFUT members in these grades in TCD have voted very decisively in favour of industrial action and strike action.

The results of the secret ballot (a 66% yes vote is required by IFUT Rules) were as follows:

Action	Total Votes Cast	Yes	No
Industrial Action not Including Strike Action	30	28	2
Strike Action	30	27	3

This issue is now being dealt with in the WRC.

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

### UCC:

- After a long delay CID confirmed by WRC. Residual issues such as pay scale also resolved.
- Claim dating back to 2011 re CID for appropriate job title finally resolved to our full satisfaction.
- Following an Adjudication Hearing and without the need for a Decision to be issued agreement was reached on a CID for part-time employment as sought by us.
- Plus three other cases resolved locally.
- Further cases are ongoing.

### UCD:

- A member claiming a CID and referred to WRC had the issue resolved by a promotion to a permanent post.
- Two other cases awaiting a WRC Hearing.

### NUIG:

- One redundancy/CID case resolved by an offer of alternative post.

### MICL:

- CID conceded, negotiations continuing on quantum of permanent hours.

### Maynooth University:

- Agreement reached for four members regarding CIDs, Job title, Academic Status, Pension Schemes, and increases in salary.
- WRC Adjudication Decision awaited on a claim for reversal of a redundancy due to entitlement to a CID.
- We have just lodged a claim for a CID on behalf of another member of the academic staff.

### TCD:

- IFUT is pursuing cases for regularisation and CIDs for two casual hourly paid members. Referred both cases to WRC Adjudicator. Awaiting outcome of one case. Second case scheduled for 10<sup>th</sup> May 2017.
- One member seeking CID and regularisation of employment. Discussions continue at local level.
- One unfavourable Decision given by the WRC regarding a CID. This is being appealed as it defies prior precedence.
- One further case in process.

## 3. Promotions and Upgrading Claims

### 3.1 CICE

- In CICE we spent almost the entire year pursuing the implementation of six promotions prior to the Incorporation of CICE into DCU on 1 October 2016. Due to the extraordinary intransigence (even by their own standards) of the Department of Education the matter finally went to the Labour Court on 31 March 2017. Thankfully, the Court had no hesitation in finding in favour of our claim and issued an immediate Recommendation to that effect.

### 3.2 NUIG

- IFUT is pursuing a case for one member for promotion (as part of the equality claims at NUIG) to the Labour Court. Labour Court recommendation dated 18<sup>th</sup> May 2016 recommended that the case “*be processed as agreed between the parties through the appropriate internal procedures of the University*”

To date, management have not meaningfully engaged with IFUT at local level but instead instigated an internal Grievance Panel to review this case, (without agreement on the named parties to this process).

During this process IFUT sought a second hearing of the Labour Court to no avail.

The outcome was as expected and the NUIG internal grievance panel found against our member.

For the third time we are seeking a Labour Court hearing for our above member at NUI Galway under Section 20(1) of the Industrial Relations Act, 1969) and await a new date!

- A separate claim regarding the Senior Lecturer Promotions Scheme has been the subject of a successful Conciliation Conference at the WRC and further negotiations are planned.

### 3.3 UCC

- After 3.5 years a case of unfair denial of progression above the bar was resolved with the assistance of a Rights Commissioner. For reasons of personal privacy the outcome is confidential to the parties but is wholly acceptable to us.
- One other promotions claim is currently “on hold”.

### 3.4 Maynooth University

- A very serious case of blatant unfairness in successive denials of clearly merited promotion was dealt with very superficially

by a Rights Commissioner. Even worse was the behaviour of the Labour Court where we were subjected to bullying behaviour by the Court Chair. Needless to say our member’s case was dismissed.

We have pursued, through alternative channels, our grievance regarding the conduct in this case.

- We continue to be deeply concerned at the non-implementation by MU/Froebel of appropriate procedures to provide fair access to promotions for those who have had atypical career paths.
- Coincidentally, we also continue to be in dispute regarding MU’s failure to provide a suitable redeployment post for a member of Froebel staff. A Hearing is awaited.

### 3.5 UCD

- We are dealing with a case regarding failure to apply correct procedures in a competitive retention case.

### 3.6 Tyndall National Institute, UCC

- This extremely long-running dispute with regard to the proper placing on UCC salary scales of the employees in the Tyndall National Institute, UCC appears to have been finally resolved this year. We had reached agreement on the appointment of an Independent Evaluator. We subsequently dealt with issues with regard to his terms of reference, a suitable appeals process etc. His recommendations were issued and, finally, we had to go all the way to the Labour Court to get a determination of the date of implementation of the assessment outcomes. Our members concerned will now have their payments, which are substantial in some cases, backdated to September 2016. We are pursuing one further case on behalf of a member who was, very unfairly and without justification in our view, denied access to the job assessment process. This case has already been heard by the WRC Adjudication Service and we are awaiting a decision.

## 3. Redundancy/Severance Disputes

### 3.1 UCD

- At the 2016 ADC we reported on the situation facing one of our members who had been unfairly denied the right to return to her employment following a career break.

The claim was resolved to our full satisfaction during the course of this year.

### 3.2 UCC

- In UCC a case whereby a member on long-term sick leave and income continuance had been unilaterally declared to be 'retired' was resolved by the agreement on a suitable wording to protect his position.
- IFUT achieved an additional payment of one month's pay in lieu of notice in the context of a redundancy settlement for one member who wished to leave her employment due to personal reasons.

### 3.3 RCSI

- We reached an agreement on a timescale for a voluntary severance for one member.

### 3.4 SPD

- There was one redundancy in SPD at the time of Incorporation. It involved the non-renewal of a contract for one member. We were unable to establish causation arising from the Incorporation so the redundancy proceeded on the enhanced Public Sector terms.

### 3.5 Maynooth University

- IFUT achieved payment for one member (temporary contract) for additional responsibility as per job description. However, this member's contract of employment was then terminated. IFUT sought additional payment for a 6 week notice period and achieved a positive outcome to this claim.
- In a separate case a part-time tutor was assisted by us in achieving a very satisfactory severance payment upon completion of her programme of work.
- We succeeded in having a threat of redundancy against one of our members lifted due to the acceptance by the university of ongoing requirement for his work and his entitlement to a CID.

## 4. Pensions

### 4.1 MDIE

- Arising from Incorporation we had an extremely serious problem with regard to the financial losses being suffered by our members in Mater Dei. These losses arose from their inclusion in a very inferior pension scheme and the losses they incur by the removal of specific benefits which they had enjoyed in their previous pension scheme. All of this happened despite the assurances given repeatedly by all on the **Official** side that no one would suffer losses as a result of Incorporation. Eventually the Labour Court heard the case on 1 December 2016

and, after a lengthy delay issued its Recommendation that each of our members should receive compensation in the sum of €8,109.55 in settlement of the dispute. Despite the fact that all parties had agreed in advance to accept the outcome of the Labour Court process we have been experiencing very unacceptable delays in getting this payment implemented. Although the Labour Court was not asked to adjudicate on this aspect of the claim, it is a fact that the package in recognition of the losses suffered by our members also includes a pay increase by way of additional incremental pointing. This increase is in the order of 5%.

### 4.2 Royal Irish Academy

- Public Sector employees who are employed after 1995 and before 2004 are obliged to retire at 65 even though they will not be entitled to the state pension until age 66.

The increase in the state pension age was legislated for in 2010 at the time of the Troika programme, as a way of planning for the increased pension costs due to a larger proportion of older people in the population, which is projected to increase significantly between now and 2050.

The first increase – from 65 to 66 – was implemented from the start of 2014 and has already been causing problems with those who are forced to retire at 65 but have to wait a year before getting a State pension. Two further quantum leaps in the numbers affected are likely from 2021 – when the age increases to 67 – and 2028, when it rises to 68 (a change that affects everyone currently aged 55 or under).

One member employed at the Royal Irish Academy has succeeded in securing an additional year as a "re-hire" at 50% of his current salary plus retirement pension benefit.

### 4.3 TCD

- IFUT is working to secure an additional year as a "re-hire" at 50% of current salary, for one member due to retire at 65, at TCD.

### 4.4 Ex-Carysfort Staff in MU

- This long running case regarding pensions is scheduled to be heard in the High Court in October 2017.

## 5. Librarians

### 5.1 IFUT Librarians' Group

- The IFUT Librarians' Group has met during the course of the year and, although activity

is not back to the level that we had originally envisaged, it still operates as a very useful point of contact for all of our members in the Libraries in the various institutions where we are organised.

## 5.2 CICE

- The unilateral reduction in the salary of the Librarian in CICE has been in process for a considerable time now and, as reported to the 2016 ADC, was frustrated by blatant delaying tactics employed by the Department of Education. We eventually managed to get agreement on the appointment of an independent adjudicator who has ruled on the appropriate salary for this post. However, again due to the Department's intransigence, we have been unable to agree on a fair date for implementation and this issue is currently awaiting an adjudication by the WRC.

## 5.3 RCSI

- We have been advised that RCSI intends to change the rosters providing for Saturday cover in the Library and negotiations are scheduled to commence shortly.

## 6. Research Integrity Policies

### 6.1 UCD

- The question of an agreed Research Integrity Policy has been referred by us to the WRC for further discussion. In the meantime, we have two members who are caught up in an extremely unfair process whereby their research dating back many years is being questioned on the basis of anonymous allegations. Since each of these members needs to have complete vindication of their position in order to protect their professional reputation they have been required to go through an absolutely torturous process despite the patent unsustainability of the vague allegations made against them. Their experience illustrates to us the supreme importance of the employer acting responsibly in not entertaining vexatious and/or anonymous complaints.

### 6.2 UCC

- UCC is also moving forward to establish a Research Integrity Policy. Their position is that this will require a new statute. Unlike UCD, UCC Management has engaged fully with IFUT in this regard and most of our multiple proposals and suggestions appear

to have been taken on board so far in this process.

## 7. Equality Tribunal

### 7.1 MDIE

- One of our members in MDIE is taking a case to the Equality Tribunal on the basis of discrimination on gender grounds which is being fully supported by IFUT.

### 7.2 Maynooth University

- Referral of one case to the Equality Tribunal under age discrimination for one member.

### 7.3 UCD

- Case referred to the Equality Tribunal under gender and age discrimination for one member. Two hearings have now taken place and a third hearing is scheduled for 10<sup>th</sup> May 2017. We have sought legal support with this case.

## 8. Bullying Cases

### 8.1 Maynooth University

- IFUT is supporting one member in an alleged bullying case who was cleared of any wrongdoing but was subsequently, transferred out of his department to another area, on the instruction of the President of MU. Management refused to attend the WRC maintaining that the issue is governed by the Statutes. IFUT has referred this case to the Workplace Relations Commission for penalization under the Protected Disclosures Act, 2014.
- IFUT supported two members (working in the same Department) regarding an alleged bullying case. They both were cleared of all allegations of any wrongdoing made against them. IFUT is now involved in agreeing a restorative process to deal with past issues. IFUT is also involved in agreeing a mechanism to include members concerns in any decision making process concerning staffing and line management structures.
- IFUT is assisting one member in an alleged bullying case with the support of an agreed mediator.

## 9. Fees Remission

### 9.1 TCD

- IFUT assisted one member in pursuit of payment of fee remission. Case referred to Adjudicator's Office and settled after the hearing in favour of our member.

## 10. Incremental Scale

### 10.1 MICL

- Sought Application of Incremental Scale for one member.

Two hearings took place at Conciliation at WRC. Case was then forwarded to the Adjudicator's Office and his decision awarded compensation to our member which remains confidential to the parties.

### 10.2 TCD

- IFUT sought correction of non-payment of increment for one member. Hearing took place with the Adjudication Officer on 14<sup>th</sup> December 2016 and agreement was reached between the parties (after the hearing) to implement increments and adjust grade and scale going forward.

## 11. Job Sharing

### 11.1 TCD

- IFUT assisted one member's claim to return from a job share post to a full time post. The Adjudicator's Decision recommended that our member had a valid claim and should return to a full time post, subject to all necessary College approvals and sanctions. The Labour Court endorsed this decision and our member has been offered a full time post.

## 12. Pay Scales

### 12.1 Maynooth University

- Draft Policy on the Engagement of University Tutors ongoing.

### 12.2 Royal Irish Academy

- To date both the IPA Report (2003) and the Labour Court recommendation (2009) concerning regrading, remain outstanding. Two hearings at the LRC have taken place. January and May 2015. IFUT referred a formal complaint to the Haddington Road Oversight Body on this case as we were prevented from taking a case to the Labour Court. As a consequence of our complaint to the Oversight Body, the Conciliation Service arranged a hearing on Thursday 15<sup>th</sup> September with the Dept. of Education, management of the RIA and IFUT in attendance. The Dept. of Education did not attend and the hearing couldn't go ahead. A new date was scheduled for 13<sup>th</sup> October 2016, which was subsequently cancelled.

IFUT embarked on a campaign to bring attention of this issue to the notice of

Academy members and Visitors. Also IFUT members agreed not to cooperate with PMDS and we began to prepare material for the Media.

As a consequence, management agreed to attend a WRC hearing and the Dept. of Education has now agreed to attend. This hearing will take place on Friday 5<sup>th</sup> May 2017.

### 12.3 UCC

- IFUT sought correction of pay scales at UCC for two Dental Nurse Tutors. Management refused to go to the Rights Commissioner and IFUT appealed this case to the Labour Court. The Labour Court ruled that the pay achieved at the Dublin Dental Clinic should apply. IFUT continues at local level to seek parity of pay with the Dublin Dental Clinic Nurse Tutor grade.

### 12.4 TCD

- Have succeeded in getting a regularisation of a Language Assistant's contract to provide for a proper job title and 10 months guaranteed employment per year.

## 13. Other Individual Issues

We are dealing with approximately a dozen other individual cases in a range of Branches (SPD, UCC, UCD, CICE, NUIG, MICL, DIAS and TCD).

## III. GENERAL CONTACTS

### 1. Irish Congress of Trade Unions

The General Secretary continues to be a member of the Executive Council of Congress. His term of office will terminate in July this year when we will support the candidature of the nominee of the Ulster Teacher Union in return for similar support given by the UTU in the past.

The General Secretary and the Deputy General Secretary continue as members of the Negotiation Committee on behalf of the Congress Public Service Unions and in this context we expect to be playing a full role in the forthcoming Pay Talks.

Breandán Ó Cochláin, **NUIG** represents IFUT on the **Congress Retired Workers' Committee**.

Professor Michael Bridge, **TCD** represents IFUT on the **Congress Health & Safety Committee**.

Edward Lahiff and Angela Flynn, **UCC** represent IFUT on the **Congress Global Solidarity Committee**.

By far the most significant engagement we have had with Congress in the past 2 years has been on the issue of IFUT's right to have collective bargaining and normal trade union rights afforded to us in DCU post the Incorporation of CICE, MDIE

and SPD. It is a matter of huge disappointment to us that the Executive Council of Congress should have endorsed a Disputes Committee Resolution to the effect that IFUT should cease to seek collective bargaining rights and that furthermore IFUT should be disbarred from recruiting into the union even those workers who are not members of any other trade union. This decision is truly a low point in the history of Congress. Our members in DCU have voted almost unanimously (there one dissenting vote, 105 to 1) to reject this position. We will also raise the issue by way of a resolution on the floor of the Biennial Delegate Conference of Congress which takes place in Belfast in July 2017.

In recent years the Congress has become more proactive in bringing together the Education Unions to respond to various issues in our sector. This is often in the form of agreeing on joint submissions on policy matters, attendance at Oireachtas All-Party Committees etc.

## 2. Education Unions

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

## 3. Trades Councils

Our representatives on Trades Councils are as follows:

**Dublin Council of Trade Unions:** Hugh Gibbons, TCD.

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

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

**Kildare Council of Trade Unions:** We are hoping to work with other unions in Co. Kildare to revive this Trades Council.

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

## 4. Alliance of Retired Public Servants

Breandán Ó Cochláin, **NUIG** is the IFUT representative on the Alliance of Retired Public Servants. This Alliance has been particularly active on the issue of Restoration of Pension Cuts.

## 5. International work

**5.1 Educational International:** The President, Michael Delargey and the General Secretary attended the Mid-Term Conference of Education International Europe (ETUCE) which was held in Belgrade in December 2016. At this conference the General Secretary was re-elected as the Treasurer

of ETUCE for the coming 4-year period. The General Secretary also represented IFUT at the EI International Higher Education and Research Conference which was held in Ghana in November 2016.

**5.2 HERSC** IFUT continues to play an active role in the European Higher Education and Research Standing Committee.

**5.3 TUAC** It is envisaged that the Deputy General Secretary and the General Secretary will attend the next meeting of the Trade Union Advisory Committee of the OECD on Education and Training when the General Secretary will hand over the representative position to the Deputy General Secretary.

**5.4 BIGTU** In recent years meetings of the British and Irish Group of Teacher Unions have become less frequent and in fact many of our discussions are held by means either of conference calls or through e-mail correspondence. Nonetheless, it is important that this structure be maintained as it certainly enhances our position internationally within the higher education trade union movement.

**5.5 Palestine Federation of Unions of University Professors and Employees (PFUPE)**

We are very honoured that Dr Amjad Barham of the PFUPE will address our ADC this year.

**5.6 Transatlantic Trade and Investment and Partnership (TTIP)**

Aidan Seery, TCD continues to be our liaison person with the Anti-TTIP Campaign. Obviously the future of TTIP has become much more uncertain given the developments in the Presidency of the United States of America and, to a lesser extent Brexit in the United Kingdom.

## 6. Irish Bologna Follow-up Group

The General Secretary is IFUT's representative on the Irish BFUG. **In addition, as a nominee of ETUCE, the General Secretary represents us and ETUCE on the Advisory Group on International Co-operation established by the European Higher Education Area (EHEA).** This body deals with relationships connected with the Bologna Process with Latin America, the MENA Region (Middle East North African) and the Asian/Pacific Region.

## 7. SCoTENS

Our President, Michael Delargey is our representative on SCoTENS.

## 8. National Council for Curriculum and Assessment

The President, Michael Delargey represents us on the NCCA. Áine O'Neill, CICE/DCU represents us on the NCCA Early Childhood and Primary Committee. Jacqueline Fallon, CICE/DCU has been our representative on the Maths Development

Group but she will be stepping down from this position following her appointment to a professional role within the NCCA. The arrangement for a replacement for Jacqueline is currently being organised.

#### **9. Teaching Council**

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

#### **10. USI**

Relations with the Union of Students in Ireland continue to be excellent. In fact, USI has been to the fore in building a coalition of trade unions, students unions and other bodies in defence of the concept of publicly funded higher education for the common good. IFUT has been honoured to play an active role in this group.

#### **11. Consultative Conferences on Education Policy**

Cathy Swift, MICTL has represented IFUT at Consultative Conference on Education Policy organised by the INTO and the TUI.

#### **12. Sustainable Developments and Labour Rights Conference**

Edward Lahiff, UCC represented IFUT at this conference in TCD in November 2016.

#### **13. Public Meeting on University Rankings**

The General Secretary addressed a meeting on this topic organised by the Long Room Hub, TCD in February 2016.

#### **14. Human Rights Support**

IFUT participated in the international lobbying campaign which led to the release from illegal imprisonment of Dr Homa Hoodfar in Iran and Dr Miguel Beltran from imprisonment in Columbia.

#### **15. Other Contacts**

We make small donations from time to time to various organisations. In the past year we have contributed €50 to the National Council for the Blind in Ireland and €150 to Show Racism the Red Card. We have also made donations the Migrant Rights Centre, the Jim Connell Festival and we advertise in Saothar the Journal of the Irish Labour History Society.

### **IV. EDUCATION & RESEARCH**

#### **1. Education Research Centre**

We continue to deal with issues in the ERC including a number of individual problems which were sorted to our satisfaction.

#### **2. Stakeholders' Meetings with regard to Alternative Funding Sources for Higher Education**

IFUT met with the HEA appointed Working Group dealing with the above topic on 26 April 2017.

#### **3. Higher Education Grants Review Body**

Dr Marie Clarke, UCD continues as a member of this body.

#### **4. Joint BA MICTL & UL**

We have been informed that it is proposed to commence a Joint BA Programme between MICTL and UL in the first term of the 2017/2018 academic year. Incredibly, Management has yet to negotiate the terms of this arrangement some of which have very serious implications. IFUT cannot guarantee our members' participation in an exercise unless agreement on all its aspects is freely agreed in good time beforehand.

### **V. ORGANISATION & COMMUNICATIONS**

#### **1. Membership**

The total membership of IFUT is now 2,332 compared to 2,282 last year. The breakdown of this is as follows (last year's figures are in brackets): 1,624 (1,572) on higher rate of subscription; 247 (236) on lower; 44 (40) on leave of absence; and 417 (434) retired. These figures are for year ended 31 December 2016. Details of Branches are given in Appendix A.

#### **2. Membership Plus**

We have taken out a 2-year period of subscription to this benefit package for IFUT members. We have already informed Council that we intend to review the effectiveness of this in the coming year.

#### **3. Executive and Trustees**

The Executive met 10 times in the course of the year.

The Members of the Executive are: Michael Delargey, UCC (President); Aidan Seery, TCD (Incoming President); Anthony Harvey, (RIA) Central Branch / Vice President-Finance; John Walsh, TCD; Joe Brady, UCD; Angela Flynn, UCC (Eoin Sheehan alternate for Angela); Alastair McKinstry, NUIG; Úna Crowley, MU; John O'Flynn, SPD/DCU; Sue Miller, CICE/DCU; Cathy Swift, MICTL; and Celeste Golden, RCSI.

At its first meeting on 23 June 2016 the Executive re-elected **Anthony Harvey**, (RIA) Central Branch as **Vice President-Finance**.

#### **4. Trustees**

The following were re-elected as **Trustees** at the 2016 ADC: Maureen Killeavy, UCD; Gerard Enright, MICTL; and Cormac Ó Cuilleain, TCD.

## 5. Council

The Council met three times during the year.

*Mike Jennings,  
General Secretary.*

## 6. Minister for Education and Skills

We have requested a meeting with the Minister to discuss issues of concern in higher education. So far there is no indication of any enthusiasm for this from the Minister.

*6 May 2017*

## 7. Head Office Staff

To assist us in dealing with peak demand we have engaged the services of Fiona Lee occasionally during the course of the past year. Fiona has been tremendously effective and diligent and we only wish we could afford to have her appointed as a full-time back-up person.

## 8. IFUT Contribution Rates

In recognition of the increasing numbers of members who are on very limited earnings due to very minimal hours of employment we introduced the following additional scales of payment of contributions during the past year:

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**

The rate of **€35 per month** remains the same for those on salaries of €33K or more per annum.

There is now only one rate for **Retired Members** i.e. **€170 for Life Membership**.

## 9. IFUT Website

The IFUT website continues to be very successful and is, the evidence shows, consulted very often judging by the number of 'hits' which we record. Great credit is due to David Murphy, UCC who does all of the website work on a completely voluntary basis.

## 10. Credit Union Membership

All IFUT members are entitled to 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.

## 11. Free Medical Insurance Advice & Discounts

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

## **IFUT Initials**

<b>AH</b>	All Hallows
<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>DCU</b>	Dublin City University
<b>DDH</b>	Dublin Dental Hospital
<b>DIAS</b>	Dublin Institute for Advanced Studies
<b>GC</b>	Griffith College
<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>MU</b>	Maynooth University
<b>NUIG</b>	National University of Ireland, Galway
<b>RCSI</b>	Royal College of Surgeons in Ireland
<b>RIA</b>	Royal Irish Academy
<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 2016/17

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

- 1 Trinity College Dublin (443/426) & Dublin Dental Hospital (10/10)**  
*Secretary* – Dermot Frost, HP & Research Computing Unit  
*Library Convenor* – Seán Hughes, Berkeley Library
- 2 University College Dublin (422/416)**  
*Secretary* – Emma Sokell, Physics
- 3 University College Cork (523/478)**  
*Secretary* – Eoin Sheehan, Tyndall
- 4 National University of Ireland, Galway (124/123)**  
*Secretary* – Alastair McKinstry, ICHEC
- 5 Maynooth University (312/305)**  
*Secretary* – Robert Galavan, Business & Law
- 6 Royal College of Surgeons in Ireland (70/70)**  
*Secretary* – Celeste Golden, Admissions Office
- 7 Dublin City University (232/235)**  
*Secretary* – Sue Miller, Michael O’Keeffe, Noel Jackson
- 8 Mary Immaculate College, Limerick (145/141)**  
*Secretary* – Cathy Swift, Irish Studies
- 9 Central (53/53)**  
ALL HALLOWS COLLEGE (1/2)  
*Convenor* – Vacant  
  
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* - Vacant  
*Convenor (Non-Sen. Prof. Staff Group)* - Vacant  
  
ROYAL IRISH ACADEMY (21/21)  
*Convenor* - Anthony Harvey, Dictionary of Medieval Latin from Celtic Sources  
  
MILLTOWN INSTITUTE OF THEOLOGY & PHILOSOPHY - c/o Head Office (3/3)  
  
ST CATHERINE’S COLLEGE OF EDUCATION FOR HOME ECONOMICS - c/o Head Office (8/9)  
  
GRIFFITH COLLEGE (1/0)  
*Convenor* – Stephen Easley Walsh

## APPENDIX B

### COUNCIL & EXECUTIVE 2016/17

\*(Executive: President and 10 Members)

#### BRANCH ENTITLEMENT

#### DEPARTMENT

##### **TCD 8/9**

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>
Elizabeth Culleton-Quinn	<i>Physiotherapy</i>

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

Paddy O'Flynn	<i>Chemical Engineering</i>
John Dunnion	<i>Computer Science</i>
Marie Clarke	<i>Education</i>
Maureen Killeavy	<i>Education</i>
*Joe Brady	<i>Geography</i>
Russell Higgs	<i>Mathematics</i>
Regina Joye	<i>Nursing &amp; Midwifery</i>
Emma Sokell	<i>Physics</i>
Tina Hickey	<i>Psychology</i>

##### **UCC 9/10**

Rosarii Griffin	<i>Adult Education</i>
*Michael Delargey ( <i>Pres</i> )	<i>Education</i>
Edward Lahiff	<i>Food Business &amp; Development</i>
Laurence Davis	<i>Government</i>
Virginia Conrick	<i>Library</i>
Anita Wilcox	<i>Library</i>
Tom Andrews	<i>Nursing &amp; Midwifery</i>
*Angela Flynn	<i>Nursing &amp; Midwifery</i>
*Eoin Sheehan	<i>Tyndall</i>

##### **NUIG 5/6**

*Breandán Ó Cochláin	<i>Chemistry</i>
Kevin Davison	<i>Education</i>
Elizabeth Tilley	<i>English</i>
Alastair McKinstry	<i>ICHEC</i>
Seán Tobin	<i>Mathematics</i>

##### **MU 8/8**

Robert Galavan	<i>Business &amp; Law</i>
*Úna Crowley	<i>CTL</i>
Sinéad Kennedy	<i>English</i>
Liam MacAmhlaigh	<i>Froebel</i>
Brian Tubbert	<i>Froebel</i>
Mary Gilmartin	<i>Geography</i>
Saranne Magennis	<i>Quality Promotions</i>
Peter Murray	<i>Sociology</i>

**RCSI 0/4**

\*Celeste Golden

*Admissions Office*

**MICL 3/6**

\*Cathy Swift

Gerard Enright

Patrick Connolly

*Irish*

*Mathematics & Computer Studies*

*Theology & Religious Studies*

**SPD 6/6**

Eugene McNulty

Ruth McManus

Orla Nic Aodha

Maurice O'Reilly

\*John O'Flynn

Michael O'Keefe

*English*

*Geography*

*Library*

*Mathematics*

*Music*

*Special Education*

**CICE 2/2**

\*Sue Miller

Lorraine Harbison

*Library*

*Maths & ICT Education*

**CENTRAL 4/5**

\*Anthony Harvey (*Vice Pres-Fin*)

Liz Dawson

Kate O'Malley

Joan Byrne

*DMLCS, RIA*

*DMLCS, RIA*

*Documents on Irish Foreign Policy, RIA*

*Microbiology, HRB-TCD*

**NOTE:**

In addition to the President ex officio, there were entitlements to 65 representative places, of which 55 were filled. Therefore, there were 55 people on Council out of a potential 66.

## APPENDIX C

### IFUT COMMITTEES & WORKING GROUPS 2016/17

#### ***Standing Committee***

##### *EQUALITY*

Joan Donegan, *Deputy General Secretary, (Convenor)*  
Fiona Lee, IFUT Head Office  
Mary Sharp, TCD  
Maureen Killeavy, UCD  
John Dunnion, UCD  
Rita Collins, UCD  
Phil Halligan, UCD  
Tina Hickey, UCD  
Angela Flynn, UCC  
Alastair McKinstry, NUIG  
Úna Crowley, MU  
Rose Malone, MU  
Saranne Magennis, MU  
Orla Ní Aodha, SPD  
Michael O'Keeffe, SPD  
Maurice O'Reilly, SPD  
Cathy Swift, MICL  
Finian O'Shea, CICE

##### *LIBRARIANS*

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

## **APPENDIX D**

### **IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2016/17**

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)

Educational Studies Association of Ireland (ESAI)

Irish Congress of Trade Unions (ICTU)

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

Irish Labour History Society (ILHS)

National Women's Council of Ireland (NWCi)

Nevin Economic Research Institute (NERI)

People's College (ICTU)

Standing Conference on Teacher Education North and South (SCoTENS)

Society for Research into Higher Education (SRHE)