

Irish Federation of University Teachers

ANNUAL REPORT
2017/2018

Cónaidhm Éireannach na Múinteoirí Ollscoile

GENERAL INTRODUCTION

I have the honour at my first Conference to proudly present my Annual Report to IFUT.

Our union has never been stronger, never had more members, never been in a better position to work to ensure the future health of third-level education.

The past year has seen IFUT deliver on a number of fronts and begin the process of serious discussion and negotiation on a range of other matters. The organisation has also undergone a transformation to modernise our administration systems. We have a new General Secretary and Deputy General Secretary and a new Industrial Relations Officer, Fiona Lee who is making a huge contribution to our staff team. And we are as always very well served by the commitment and conscientiousness of our Office Manager, Phyllis Russell.

The total membership of IFUT continues to grow and is now 2,457 and financial reserves stands at €1,420,312. All of this occurred during a period when we, as an organisation, invested in our future.

IFUT, therefore, is ready and committed to developing alliances with all those who value a properly resourced higher education sector. Foresight and adaptability are essential to ensure the provision of a more effective response to the funding crisis, through co-operation with all stakeholders in the education sector. Progress can and must be built and consolidated through partnership, using all the tools and means at our disposal.

The challenges are too great, the risks to the very fabric of our universities are too obvious. It is time that we all worked to agree a common approach to reverse the funding policies that are proving so disastrous for all concerned.

I commend this report for your approval.

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I. REMUNERATION/PAY AGREEMENTS

1. National Pay Talks Public Service Stability Agreement 2018-20

IFUT not only addressed key issues of pay restoration, but also won agreement to progress a whole range of other issues.

Under Art. 1.4 of the Agreement on Work-Life Balance IFUT won buy-in to a requirement that 'Management in each Sector will... establish mechanisms to monitor progress in relation to Gender Balance in Career Progression'. Minister Mary Mitchell O'Connor subsequently established a Working Group on Gender Equality at Third-Level, while IFUT resolved a longstanding equality case for one of our members in NUI Galway pursued through the normal labour relations process.

On Cush we proposed and won acceptance of action to address undue delays on establishing an Adjudicator process on fixed-term and part-time work in lecturing and this process has now come to fruition.

On Researchers it was accepted that there was a need for a discussion between IFUT and the IUA to facilitate the beginnings of a real effort to progress the longstanding issues affecting Researchers.

2. RCSI

We are currently in pay talks with the RCSI as this College is not covered by the terms of the Public Sector Agreements. Any agreed pay increases will be applied retrospectively to 1 January 2018.

3. UCC

IFUT sought correction of pay scale at UCC for two Dental Nurse Tutors. Management refused to go an Adjudicator hearing and IFUT then appealed two separate cases to the Labour Court which found against our members. IFUT then referred the matter into the WRC Conciliation Service claiming the application of rates of pay at the Dublin Dental hospital. At Conciliation IFUT achieved agreement for the engagement of an Investigator to examine this claim. We await the outcome of this process.

IFUT achieved an increase in salary backdated from 1 January 2016 for one member.

II. CONDITIONS OF EMPLOYMENT

1. Incorporation of CICE, MDIE & SPD into DCU

Last year's Annual Report made reference to the fact that there 'remained a multitude of unresolved

issues both of a collective and individual nature' arising out of the Incorporation. Many of these matters have been addressed in the past year with some still in process, these issues are reported under various headings in the course of this report. The new DCU-IFUT Branch Committee meets regularly. However, the absence of recognition for collective-bargaining purposes must now be addressed as it is preventing us from representing our members' interests in certain areas.

2. Precarious & Casual Employment in Higher Education

2.1 Cush Report

The 2016/2017 Annual Report informed the meeting that the Cush Report had been accepted by the Minister. This report provided for a reduction in the period of employment to qualify for contracts of indefinite duration from 3 to 2 years in addition to a provision to increase hours of work for part-time workers. Regrettably, the only means of progressing disputes under this process has been through the Workplace Relations Commission and the outcomes from this forum have been inconsistent at best. In the course of the Public Sector Pay Talks in the Summer of 2017, IFUT secured agreement and support from the Department of Education to engage with the Irish University Association (IUA) to agree upon an adjudication process and a dedicated Adjudicator to hear all disputes under Cush in the HE Sector. IFUT has led the talks between Group of Unions and the IUA, the first of its kind. The agreement sets out the process of arbitration and Kevin Duffy has been appointed as the Adjudicator. Currently we are finalising some procedural matters, but we expect that the Adjudication Process will commence within the coming months.

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

DCU:

A member with a CID had undertaken no work in 2016/2017, we secured regular working hours for the 2017/2018 academic year.

MU:

Two members are seeking 100% contracts up from an offer of 75%. The dispute is before the WRC.

One member secured full-time work and a CID following our intervention.

IFUT secured through the WRC re-engagement of a member who was 'let go' unfairly.

Pursuing a case for one member for a CID to WRC but this case is likely to be resolved at local level.

Management at Maynooth University introduced a draft policy for tutors following discussion with IFUT some years ago. At the time this was a very positive and much needed advancement and provided the opportunity for tutors and teaching assistants to move from precarious hourly employment to permanent roles. As time has moved on the use of the tutor role has expanded and seen some change. A meeting was held recently with university tutors to discuss their terms of employment and roles. The meeting was called to discuss these changes and identify the key issues that need to be addressed in the upcoming discussions with the university management to establish an agreed tutor Policy. Some of the issues that emerged related to ensuring effective opportunities for personal development and advancement. Others related to the nature of the work expected of tutors. Central to the discussion was the need to ensure that tutors were not being asked to do the work of lecturers on the salary of tutors. A further meeting is scheduled with management at the end of May to continue discussions and agree a final outcome to this issue.

UCD:

IFUT secured additional fixed-term contracts for two members in the Language Centre.

MICL:

A CID was secured for a member locally.

TCD:

IFUT secured a CID for an individual member following two Adjudication Hearings and a Labour Court Hearing.

IFUT pursued a case for one member seeking recognition from tutor status to lecturer status. Adjudicator hearing has taken place and we await the outcome.

3. Promotions and Upgrading Claims

3.1 DCU

We await an Adjudicator's Decision in respect of a claim for upgrading for one member.

The WRC are yet to rule on a claim for upgrading for one member based on an 'anomaly' caused by the Incorporation.

3.2 NUI Galway

IFUT, along with our SIPTU colleagues, are engaged in efforts to secure improvements to the Senior Lecturer Promotion Policy.

IFUT pursued a case for one member for promotion (as part of the equality claims at NUI Galway). Labour Court hearing took place and Court recommended that the parties return to local level talks. A full and final settlement of this case has been agreed.

3.3 UCC

The Labour Court overturned a Decision of the Adjudication Service to allow for a job evaluation for a member coming into UCC from the Tyndall Institute.

IFUT pursued a claim to reverse a decision of the Lecturer Promotions and Establishment Board not to allow a member to progress 'across the bar'. We await a Decision from the WRC.

The WRC are to issue a Decision following a claim that a member should have been short-listed for a Professorial post.

3.4 TCD

We supported a member to the WRC with a claim for promotional opportunities which was unsuccessful.

3.5 MICL

We secured agreement at the WRC for one member for improvements to incremental pay with significant retrospection.

A member agreed to 'park' a claim for upgrading following meetings at local level.

3.6 RCSI

We continue to support a member with career progression efforts.

3.7 Education Research Centre

We continue to deal with issues in the ERC including a recent decision by the Board to promote a member of its own Board as the new CEO of the Centre.

4. Redundancy/Severance Disputes

4.1 RCSI

An agreement was reached on exit terms for an individual member.

4.2 MU

Redundancy was secured for a member who had engaged in a long period of occasional service.

5. Pensions

5.1 RCSI

A review of the 2010 pension revisions left the scheme unchanged.

6. Librarians

6.1 RCSI

An agreement was reached on 'compensation for buy-out of voluntary roster' and to increase the holiday entitlement to 23 days per annum for all on 20 days and to provide an ex-gratia payment for those already on 23 days.

7. Equality Cases

7.1 MU

Referral of an equality case to the Workplace Relations Commission under age discrimination for one member. Two hearings took place and we await the outcome.

7.2 UCD

Equality case referred to the Workplace Relations Commission (3 hearings) was successful under gender and age. UCD are appealing this case to the Labour Court.

7.3 DCU

A claim before an Equality Officer of the WRC on the grounds of gender and religion was unsuccessful.

8. Bullying Cases

8.1 TCD

A member Vs member case has been resolved.

IFUT supported three members in three separate bullying cases in the University. Two cases have been resolved to our members satisfaction and one outcome is awaited for one member.

8.2 MU

IFUT supported one member in an alleged bullying case who was cleared of any wrong-doing but unilaterally transferred out of his department to another area on the instruction of the President of MU. Management refused to attend WRC maintaining that the issue is governed by the Statues.

IFUT pursued this case into the WRC under the Whistleblower's Protected Disclosures Act.

One hearing took place and a second hearing was adjourned to facilitate mediation.

Turlough O Sullivan has been engaged by the University to mediate a settlement.

8.3 MICL

We are involved in two cases under the Dignity and Respect Policy at MICL.

9. Transfer

MU

Pursuing a case for one member for a transfer to a Department more appropriate the member's skill set. Labour Court hearing scheduled end May.

10. PMDS

RIA

IFUT is involved in overseeing a number of policy initiatives one of which includes a new PMDS process called ESDS.

Members are considering an option to work within the general parameters of the scheme, amending the ESDS process as appropriate while at the same time considering their position on whether further engagement with the process is worthwhile.

11. Retirement Extension

TCD

IFUT achieved extension of one year after retirement date for one member.

12. Research Leave

TCD

IFUT has referred a case to the Adjudicator of the WRC for one member seeking research leave. Awaiting date for hearing.

13. Full-time Status

TCD

As a consequence of an Adjudicator Hearing of the WRC for one member an investigation took place to ascertain if our member should be employed on a full-time basis rather than on a part-time basis. IFUT was successful in this case as the investigator recommended employment on a full-time basis.

14. Proposed changes to the Academic Year and Holiday Arrangements

TCD

Academic staff in TCD are seeking intervention by the Workplace Relations Commission to mediate a solution on proposed changes to the academic year and holiday arrangements that will seriously impact on time available for research work. The changes, part of the new Trinity Education Project, impact on holiday arrangements and affect staff represented by IFUT.

15. Remission of College Fees

UCC

IFUT pursued a case to an Adjudicator hearing for remission of college fees for the child of one member and won the claim.

16. Unfair Dismissals

MU

We are involved in an unfair dismissal case before the WRC.

17. Disciplinary Procedure

TCD

We are providing support to a member engaged in disciplinary procedure.

18. Library – Pilot Compensation

IFUT achieved compensation of one half-day Toil Leave (time in lieu) as opposed to the use of flexitime for participation in a once-off pilot exercise.

19. Pension Rights Maynooth (Ex-Carysfort Staff)

A long running pension dispute involving three staff in Maynooth University pension scheme has been resolved following ongoing pressure by IFUT. Resolution of issues involving the three Maynooth staff had remained intractable since 2001 and IFUT eventually issued High Court legal proceedings on the matter. IFUT argued that the University contravened the terms of its own Pension Scheme by making unwarranted pension deductions from the staff involved and that, despite protest, it had persisted in doing so.

The rights of the staff to reimbursement for denial of pension rights, following their redeployment to Maynooth subsequent to closure of Carysfort College of Education in 1988, were accepted by the college, in advance of a High Court hearing on the matter and the case was resolved. Particular credit goes to the Working Group Convenor, Séamus McGabhann, for his long-term commitment to this issue and to the former IFUT General Secretary, Mike Jennings, for his hard work and dedication in pursuing this case which ensured that a positive outcome was achieved.

III. GENERAL CONTACTS

1. Irish Congress of Trade Unions

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

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

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

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

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

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

By far the most significant engagement we have had with Congress in the past 3 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. We are hopeful of a successful conclusion to this debacle which will be reported to the ADC 2018.

2. Education Unions

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

3. Trades Council

Our representatives on Trades Councils are as follows:

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

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

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

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

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

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

4. International work

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

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

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

4.4 BIGTU In recent years meetings of the British and Irish Group of Teacher Unions have become less frequent. Nonetheless, it is important that this

structure be maintained as it certainly enhances our position internationally within the higher education trade union movement.

5. National Council for Curriculum and Assessment

The Outgoing President, Michael Delargey represents IFUT on the NCCA Council. Áine O'Neill, DCU-CICE represents us on the NCCA Early Childhood and Primary Committee and Lorraine Harbison, DCU-CICE on the Early Childhood and Primary Maths Development Group.

6. Teaching Council

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

7. Coalition for Publicly Funded Higher Education

Throughout the past year we have continued to be very involved with this group which includes all of the trade unions and the student unions involved in Higher Education including the Second-Level Student Union.

8. ICTU Education Sector Committee

The Deputy General Secretary, Frank Jones represents IFUT on this committee. The Committee involves all of the ICTU unions involved in all aspects of education. Its purpose is to assist with the developing of ICTU education policy, to look at means of pooling the resources of those involved in an effort to avoid duplication and to identify organising opportunities across the Sector.

9. Other Contacts

We make small donations from time to time to various organisations. In 2017 we contributed €500 to Alliance of Retired Civil and Public Servants; €300 to TCD Conference on Academic Freedom; €200 for Gaza Kids Trip; €50 to the National Council for the Blind in Ireland; €150 to Show Racism the Red Card; €100 to Richard O'Carroll Commemorative Committee; €100 to Cork Mother Jones Festival; €50 for event in aid of Breast Cancer; and €100 Jim Connell Festival; Also, we advertise in Saothar the Journal of the Irish Labour History Society and in 2017 this cost €150.

IV. EDUCATION & RESEARCH

1. Stakeholders' Meetings with regard to Alternative Funding Sources for Higher Education

During the year IFUT Officers met with Minister of State for Higher Education, Mary Mitchell O'Connor with regard to the above topic.

They also met during the year with the following: Officials:

Officials of the Department of Education; Thomas Byrne, Spokesperson on Education, Fianna Fáil; and Jim Miley, Director General of the Irish University Association..

V. ORGANISATION & COMMUNICATIONS

1. Membership

The total membership of IFUT is now 2,457 compared to 2,332 last year. The breakdown of this is as follows (last year's figures are in brackets): 1,709 (1,624) on higher rate of subscription; 260 (247) on lower; 50 (44) on leave of absence; and 438 (417) retired. **These figures are for the period January 2017 to 8 May 2018 whereas the figures in brackets are for year ended 31 December 2016.** Details of Branches are given in Appendix A.

2. Membership Plus

We decided during the year to take out a further 2-year period of subscription to this benefit package for IFUT members.

3. Executive and Trustees

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

The Members of the Executive are: Aidan Seery, TCD (President); Michael Delargey, UCC (Outgoing President); Aidan Seery, TCD (Incoming President); Angela Flynn, UCC (Vice President-Finance); (Edward Lahiff alternate for Angela Flynn); John Walsh, TCD; Emma Sokell, UCD; Alastair McKinstry, NUIG; Sue Miller, DCU; Cathy Swift, MICTL; Celeste Golden, RCSI; and Kate O'Malley, (RIA) Central Branch.

At its first meeting on 15 June 2017 the Executive elected **Angela Flynn, UCC as Vice President-Finance.**

4. Trustees

The following were re-elected as **Trustees** at the 2017 ADC: Maureen Killeavy, UCD; Gerard Enright, MICTL; and Cormac Ó Cuilleaináin, TCD.

5. Council

The Council met three times during the year.

6. Head Office Staff

During 2017/2018 the former General Secretary, Mike Jennings retired. IFUT has engaged a new General Secretary, Joan Donegan and Deputy General Secretary, Frank Jones and a new Industrial Relations Officer, Fiona Lee.

7. Changes to Head Office Systems

Over the past year IFUT has undergone a transformation to modernise our administration systems. IFUT engaged Gráinne Mooney of Virtual Savvy Business Systems, formerly from the Business School at Maynooth University. Her work included evaluating administrative processes within IFUT with a view to making them more effective, secure and efficient. As a consequence of her work the following changes have been made to the administration systems;

- Installation of a business firewall security system
- Improved back-up of IT systems
- Dropbox installed
- Online Application Form now available
- IFUT Branches have been provided with an ifut.ie e-mail account
- Shared printer server
- Improved Wi-Fi access
- Capacity to share or access information.
- Payroll has been outsourced to Mazars.
- Manual accounting has now been transferred to an automated Sage accounts package
- Installation of Office 365, which will support all Branch and Head office e-mail addresses

8. IFUT Newsletter

Publication of a new edition of the **IFUT Newsletter** has been distributed on a monthly basis to all members.

9. General Data Protection Regulation (GDPR)

The **General Data Protection Regulation (GDPR)** will come into effect on 25 May 2018. This is the first time ever that Trade Unions will have to comply with Data Protection legislation as we process sensitive personal data. Fiona Lee represents IFUT on the ICTU Congress Working Group on GDPR. Trade Unions are collaborating to assist in complying with this Regulation. As a consequence of GDPR IFUT will no longer store individual personal details for closed cases by digital storage or by hard copy filing. Head Office is liaising with UCD regarding archiving and preserving relevant historical documentation. Initial GDPR Guidelines have been issued to IFUT Branches and will be updated on a regular basis. IFUT Branches have been provided with an ifut.ie e-mail account for IFUT Branch use and each Branch will have a Dropbox account for filing documentation. It is planned to have a live FAQ section on the IFUT website for guidance and assistance to members.

10. 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**.

11. 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.

12. 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.

13. Free Medical Insurance Advice & Discounts

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

*Joan Donegan,
General Secretary.*

12 May 2018

IFUT Initials

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

APPENDIX A

BRANCHES, BRANCH SECRETARIES & CENTRAL BRANCH CONVENORS 2017/18

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

- 1 Trinity College Dublin (464/443) & Dublin Dental Hospital (10/10)**
Secretary – Dermot Frost, HP & Research Computing Unit
Library Convenor – Seán Hughes, Berkeley Library
- 2 University College Dublin (447/422)**
Secretary – Emma Sokell, Physics
- 3 University College Cork (559/523)**
Secretary – Eoin Sheehan, Tyndall
- 4 National University of Ireland, Galway (115/124)**
Secretary – Alastair McKinstry, ICHEC
- 5 Maynooth University (346/312)**
Secretary – Robert Galavan, Business & Law
- 6 Royal College of Surgeons in Ireland (74/70)**
Secretary – Celeste Golden, Admissions Office
- 7 Dublin City University (221/232)**
Secretary – Sue Miller, Michael O’Keeffe, Noel Jackson
- 8 Mary Immaculate College, Limerick (161/145)**
Secretary – Cathy Swift, Irish Studies
- 9 Central (60/53)**
ALL HALLOWS COLLEGE (1/1) – c/o Head Office
HEALTH RESEARCH BOARD (2/3) – c/o Head Office
DUBLIN INSTITUTE FOR ADVANCED STUDIES (16/15) c/o Head Office
ROYAL IRISH ACADEMY (30/21)
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 (8/8)

APPENDIX B

COUNCIL & EXECUTIVE 2017/18

*(Executive: President and 10 Members)

BRANCH ENTITLEMENT

DEPARTMENT

TCD 8/9 + Pres

Dónall A. MacDónaill	<i>Chemistry</i>
Hugh Gibbons	<i>Computer Science</i>
*Aidan Seery (<i>Pres</i>)	<i>Education</i>
*John Walsh	<i>Education</i>
Pat Wall	<i>Education</i>
Liam Dowling	<i>Electronic & Electrical Engineering</i>
Cormac Ó Cuilleanáin	<i>Italian</i>
Seán Hughes	<i>Library</i>
Elizabeth Culleton-Quinn	<i>Physiotherapy</i>

UCD 9/9

John Dunnion	<i>Computer Science</i>
Marie Clarke	<i>Education</i>
Maureen Killeavy	<i>Education</i>
Joe Brady	<i>Geography</i>
Kelly Fitzgerald	<i>Irish, Celtic Studies, Irish Folklore & Linguistics</i>
Russell Higgs	<i>Mathematics</i>
Regina Joye	<i>Nursing & Midwifery</i>
*Emma Sokell	<i>Physics</i>
Tina Hickey	<i>Psychology</i>

UCC 9/9

Rosarii Griffin	<i>Adult Education</i>
Michael Murphy	<i>Applied Psychology</i>
*Michael Delargey (<i>Outgoing Pres</i>)	<i>Education</i>
Edward Lahiff	<i>Food Business and Development</i>
Laurence Davis	<i>Government</i>
Virginia Conrick	<i>Library</i>
Anita Wilcox	<i>Library</i>
*Angela Flynn (<i>Vice Pres-Finance</i>)	<i>Nursing & Midwifery</i>
Eoin Sheehan	<i>Tyndall</i>

NUIG 5/6

Breandán Ó Cochláin	<i>Chemistry</i>
Kevin G Davison	<i>Education</i>
Elizabeth Tilley	<i>English</i>
Frances Fahy	<i>Geography</i>
*Alastair McKinstry	<i>ICHEC</i>

MU 8/8

*Úna Crowley	<i>CTL</i>
Maeve Martin	<i>Education</i>
Rose Malone	<i>Education</i>
Liam MacAmhlaigh	<i>Froebel</i>
Jeneen Najj	<i>Media Studies</i>
Aileen O'Carroll	<i>NIRSA</i>
Saranne Magennis	<i>Quality Promotions</i>
Peter Murray	<i>Sociology</i>

RCSI 1/4

"Celeste Golden

Admissions Office

MICL 2/6

*Cathy Swift

Gerard Enright

Irish

Mathematics & Computer Studies

DCU 8/8

Eugene McNulty

Ruth McManus

Orla Nic Aodha

Maurice O'Reilly

John O'Flynn

Michael O'Keeffe

*Sue Miller

Lorraine Harbison

English

Geography

Library

Mathematics

Music

Special Education

Library

Maths & ICT Education

CENTRAL 4/5

Anthony Harvey

Kate O'Malley

Charlie Dillon

Deirdre D'Auria

DMLCS, RIA

Documents on Irish Foreign Policy, RIA

Foclóir na Gaeilge, RIA

Foclóir na Nua-Gaeilge, RIA

NOTE:

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

APPENDIX C

IFUT COMMITTEES & WORKING GROUPS 2017/18

Standing Committees

EQUALITY

Aidan Seery (Pres), TCD
Mary Sharp, TCD
Angela Flynn, UCC
Emma Sokell, UCD
John Dunnion, UCD
Maureen Killeavy, UCD
Phil Halligan, UCD
Rita Collins, UCD
Tina Hickey, UCD
Kevin Davison, NUIG
Úna Crowley, MU
Rose Malone, MU
Saranne Magennis, MU
Cathy Swift, MICTL
Finian O'Shea, DCU
Maurice O'Reilly, DCU
Michael O'Keeffe, DCU
Orla Nic Aodha, DCU

LIBRARIANS

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

APPENDIX D

IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2017/18

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)