

Irish Federation of University Teachers

ANNUAL REPORT
2019/2020

Cónaidhm Éireannach na Múinteoirí Ollscoile

GENERAL INTRODUCTION

I have the honour for the third time to present my Annual Report to the IFUT Annual Delegate Conference. The first thing to be noted at this ADC is that “the year under review” is **not** a year. It is 16 months!

The postponement of our Conference from last May and the fact that it is a *virtual* event is just one of the vast number of impacts the COVID-19 Pandemic has had on our Federation, on our members and on the work that we do. Looking back it is almost hard to believe what we have been through and what we are all continuing to contend with.

Overnight, most of our members had to give up their places of work and, within hours, devise a means to continue to provide an education, support, mentoring and service to the students who continued to need them and who could not have coped without them.

It is said that “when you work at home, you live at work.” When added to this we had the additional challenges of trying to adapt our own home computer systems and communications capacities to behave as though they were designed for professional levels of teaching and service, all the time while, simultaneously, sharing the universal anxiety at the danger to ourselves and our loved ones posed by a rampant and dangerous disease, it is no wonder that many members needed the support of their trade union like never before.

And this is where our local (unpaid) representatives and the staff in Head Office came in to their own for which we will always be grateful. As General Secretary I have never been prouder of these colleagues who, without exception, were remarkable in their dedication to their jobs and to the welfare of the members who turned to them.

Yes, there was a huge spike in demand from individual members. And, yes, our elected representatives and staff rose to that challenge. But at the end of the day we are a trade union and we have to do more than provide advice and a sympathetic ear. We have to be more than a mutual support group (hugely important though that role is). We had, and have, an obligation not just to help our members cope with the numerous challenges and problems thrown at them. We took it as our responsibility to agitate and to negotiate to bring *structural change* to tackle and solve these problems at source.

One of our greatest achievements was the long-sought-for agreement to establish the **Third Level Sectoral Forum** which will have its first meeting in early Autumn. While every Congress trade union which represents members in Higher Education will participate in this forum (along with the employers and the Department of Education) it is a fact of which we can be proud that it was IFUT who paved the way for its establishment.

It is also appropriate here to welcome the government’s decision to establish a full Ministry dedicated to our Sector. This is also something we had campaigned for and members will recall that some years ago we welcomed the first step of appointing a Minister of State with responsibility in this area.

Given all that was going on it was perhaps no surprise that once again the year saw a significant increase in our membership numbers which is a testament to our standing as the pre-eminent union for academic and research staff. More members does mean, inevitably, more case-work but it is also true that greater numbers brings greater strength and influence and this benefits us all. For us in Head Office it has been hugely satisfying to see our numbers rise above two thousand five hundred for the first time in the history of IFUT. We celebrate the fact that we now have 2587 fully-paid up members.

The famous quote “this was their finest hour” would be very apt to use in reference to our wonderful members and the exceptional group of people including activists and staff with whom I have had the honour to work with, if it were not for its “past-tenseness.” For our reality is now and will continue to be **this** time when this group of people will continue to give so much for the benefit of those they work with and serve.

A huge thank you to every one of you.

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I. REMUNERATION/PAY AGREEMENTS

1. Public Service Agreement

Royal Irish Academy (RIA)

A Conciliation Conference took place at the Workplace Relations Commission (WRC) on 18th February 2020 for one member under clause/s 1.24 of the Public Service Agreement 2010 -2014, as reaffirmed under 4.1.6. of the Public Service Stability Agreement 2013 – 2016 and again under 7.1.3. of the Public Service Stability Agreement 2018 - 2020.

This dispute concerns our member's exclusion, uniquely amongst all of the RIA staff, from the nationally agreed programme of pay restoration agreed under the above National Pay Agreements.

The WRC asked the parties to meet locally. A scheduled meeting was cancelled at short notice before the COVID-19 shut down.

University College Cork (UCC)

IFUT has sought a Conciliation Conference for one member under clause/s 1.24 of the Public Service Agreement 2010 -2014, as reaffirmed under 4.1.6. of the Public Service Stability Agreement 2013 – 2016 and again under 7.1.3. of the Public Service Stability Agreement 2018 - 2020.

This dispute concerns our member's exclusion from the nationally agreed national pay increases and pay restoration. The dispute also includes the non-payment of incremental pay.

IFUT achieved a successful outcome at this hearing and the member achieved implementation of the appropriate pay scale and increments.

2. Non-Public Sector Agreement

Educational Research Centre (ERC)

We continue to support and give advice to members regarding industrial relations issues at the Educational Research Centre.

Marino Institute of Education (MIE)

In late 2019 it became apparent that while MIE were applying the terms of the Public Sector Pay Agreement the phasing of the increases were running some 9 months behind the public sector dates. It was agreed that this would be rectified within the lifetime of the current agreement leaving our MIE members in line with the timings and phasing of the increases under any successor agreement.

Royal College of Surgeons in Ireland (RCSI)

At the last ADC we reported on a pay agreement of 7.5% for all union members earning under €100,000 per year with an increase of 3% for those earning above this amount. The agreement negotiated by IFUT and SIPTU. It had a life span of two years and nine months with a retrospective starting date of 1st January 2018. It will conclude at the end of September 2020.

Early in 2020 we began the process of convening general meetings to build awareness and interest in agreeing a successor claim. We had planned on securing agreement in Summer 2020 so that the next agreement could immediately follow on from the current. Regrettably these negotiations have been put on hold due to the COVID crisis however we have advised RCSI management that our members expect to secure an agreement before the current ones expires.

II. CONDITIONS OF EMPLOYMENT

1. Incorporation of CICE, MDIE & SPD into DCU

IFUT and SIPTU are now working together under the auspices of the Joint Union Forum during the COVID-19 pandemic. Both Unions meet together and again with management on a fortnightly basis. IFUT continue to seek final agreement regarding the new representational structure in DCU post COVID-19. IFUT's strategy is to continue to achieve the strongest representative status possible in DCU

2. Cush Report and Process

Cases taken through the Cush Adjudication Process

IFUT secured agreement with the Irish University Association on an adjudication process to address disputes under the Expert Groups' Report for Lecturers last Summer.

It certainly appears to be the case that the widespread abuse of fixed term / specific purpose contracts that was rampant across the university sector for Lecturers, that gave rise to the need for the Expert Group Report in 2016, has been tempered, and largely addressed, as a result of the Report and the subsequent 'teeth' added to the Report in establishing the Adjudication Process.

To date we have taken 3 cases all the way through the process. One under Section 7.1(i) of the Report which renders Lecturers eligible for CID's after 2 years' service and two cases under Section 7.1(iii) which provided for additional hours to be offered to pro-rata / part-time CID holders before the hours are externally advertised.

The 'Information Pack' prepared by Head Office and shared with all Committees has proved to be a

support to members seeking information and direction in the taking of cases. The success of the implementation of the terms of the 'Cush Report' was never going to be measured by the outcome from adjudication, but by a reversal of the trend to engage Lecturers on successive fixed-term contracts. It is fair to say that this is now emerging to be the case.

Dublin City University (DCU)

One member was not considered for the hours which were available due to a maternity leave case. As a result these hours were offered to another individual.

IFUT sought to rectify this situation and achieved the implementation of a six-month full-time (temporary) contract (covering the maternity leave) whereby at the end of the full-time temporary contract, the member will revert to his permanent half-time role.

Mary Immaculate College, Limerick (MICL)

There is currently one 'Cush' case in train in MICL. The case is somewhat compounded by the fact that the agreement and protocol covering the dedicated 'Cush' Adjudicator is between IFUT and the IUA and does not extend beyond the Universities. We have proposed to MICL that they enter into an IFUT / MICL agreement largely replicating the provisions agreed between the IUA and IFUT.

Maynooth University (MU)

We have been involved in three cases under 'Cush' in Maynooth in recent times. Two cases are long-standing disputes involving members on pro-rata (0.75) contracts of employment who have taken cases through the WRC process, into the 'Cush' process in their efforts to secure full CID's. Regrettably these cases, fully supported by IFUT Head Office, were not successful in adjudication and will likely be returned to the WRC. Notwithstanding the disappointing outcome the decision of the Adjudicator provided Head Office with a precious insight into how the Adjudicator considers the cases before him and how he sees the Adjudication Process fitting in with other employment legislation.

University College Dublin (UCD)

To date there have been two referrals to, and one hearing, under this new process involving IFUT UCD members. Both cases were of a similar nature in that they involved members being engaged under a series of fixed term / specific purpose contracts for several years. Despite robust rejection to both claims at local level management conceded one case on referral to adjudication by IFUT. The second case, which had previously

been before the Workplace Relations Commission involved an oral hearing with the Adjudicator indicating a preference for the Union's position on the day. The Adjudicator advised both sides that a decision would be made two weeks from the date of the hearing in the event that he was not advised that the matter was resolved. The member was offered a CID within that timeframe and the matter was withdrawn from the Adjudication Process.

Since late 2019 there have been nine other cases raised with UCD under 'Cush'. One case has gone into adjudication and the other case has been resolved locally. Seven of these cases were in pursuit of CID's and one was taken by a member on a 0.5 contract under Section 7.1(iii), that member has secured a full CID from next Semester.

3. Cases Under the Protection of Employees (Fixed-Term Work) Act 2003

Mary Immaculate College, Limerick (MICL)

Questions have been raised about the workings of a contract of employment involving periods of non-payment out of semester and how this contract will affect PRSI and ultimately the effects that this type of arrangement may have on the state pension. We remain engaged in this process.

We were successful in securing increases in pro-rata contracts for two members and in one case we secured a full CID for a member who was regularly working hours in addition to her pro-rata CID hours on an overtime basis.

Maynooth University (MU)

In the past year we have been actively engaging, with some success, in Maynooth in an effort to secure CID's for a number of Tutors and 'Occasional' Lecturers. Regrettably progress has slowed significantly in recent months leading to understandable frustration among those who have been assured they will receive CIDs but are yet to receive contracts.

National University of Ireland, Galway (NUIG)

There are several IFUT members awaiting CID's having completed periods of long service under hourly paid contracts.

Royal Irish Academy (RIA)

IFUT supported a member in successfully obtaining a CID locally.

Royal Irish Academy (RIA)

IFUT supported a member in obtaining an extension to their fixed-term contract.

Trinity College Dublin (TCD)

IFUT supported three members in clarifying their CID status.

Trinity College Dublin (TCD)

IFUT supported a member in obtaining confirmation of their full-time CID status.

Trinity College Dublin (TCD)

IFUT supported two members with CIDs in clarifying their workload allocation on reallocation of roles.

Trinity College Dublin (TCD)

A Conciliation Conference took place for one member at the WRC regarding a claim for augmentation of additional hours and confirmation of a CID under the Industrial Relations Act.

IFUT achieved full and final settlement of the claim at local level.

University College Cork (UCC)

One member had been continuously employed by UCC since September 1, 2014, for a period in excess of five years. During this time the member had been issued with no less than five successive, non-permanent contracts of employment.

IFUT achieved a permanent position and Contract of Indefinite Duration (CID) for this member.

University College Cork (UCC)

One member has been working for almost a decade, holding year-to-year hourly-teaching contracts, without summer pay, payment for meetings and the extensive preparation required for delivering high-quality lectures. Over those years, this member held several research contracts, collaborating with colleagues on successful grant applications. Through the support of IFUT, the member finally secured a full-time lecturing CID which was achieved at negotiations at local level.

University College Cork (UCC)

One member achieved a Contract of Indefinite Duration with the University.

This outcome was achieved through efforts at local level in accordance with the terms of the Protection of Employees (Fixed - Term Work) Act 2003.

University College Cork (UCC)

UCC failed in its legal obligation to provide one employee with a Contract of Indefinite Duration with the University.

IFUT has referred this case to the Workplace Relations Commission under the terms of the Protection of Employees (Fixed - Term Work) Act 2003.

University College Cork (UCC)

One member with a total of 4 contracts the 2nd one being as a full-time lecturer achieved a Contract of Indefinite Duration as a consequence of efforts at local level in accordance with the terms of the Protection of Employees (Fixed - Term Work) Act 2003.

University College Cork (UCC)

UCC failed in its legal obligation to provide one employee with a Contract of Indefinite Duration on the due date. The university has extended the contract for another two years citing COVID-19 as the reason for this decision.

University College Cork (UCC)

One member has a teaching load equivalent to a part-time permanent lecturer (72 hours), together with administrative duties and student consultation hours (72 hours) for which they are not paid. IFUT has requested their hours to be regularised and for our member to be issued with a permanent contract on the basis of 50% of FTE. This case has been referred to the WRC

4. Promotions and Upgrading Claims

Dublin Institute for Advanced Studies (DIAS)

IFUT is supporting one member with regard to a promotional case. This case has been raised at the Education Oversight Body to no avail and referred to the WRC adjudication service. We await a date for a hearing.

Dublin Institute for Advanced Studies (DIAS)

IFUT is seeking promotion for a second member in the College.

The Claim was referred to the DES by Management. IFUT is to refer this case to the WRC.

Dublin City University (DCU)

A long outstanding case for promotion that had been the subject of some discussion at the time of incorporation was brought through Adjudication at the WRC and before a full hearing of the Court. Regrettably the Court did not find in the members' favour.

Mary Immaculate College, Limerick (MICL)

A Lecturer member, supported by Head Office and the Local Committee, secured an upgrade following a claim made locally.

Despite representations made by Head Office we were unsuccessful in our efforts to secure 'incremental credit' in recognition of previous service in another Institution for a newly appointed Lecture in MICL.

Maynooth University (MU)

Several Tutors who have been taking on far more responsibilities than those attached to their roles have, with IFUT's support, advice and direction, been pursuing cases for regrading.

These cases have largely been concluded, however there remains a need to secure agreement on how Tutors can progress to the Senior Tutor role.

National University of Ireland, Galway (NUIG)

Significant progress has been made, locally and with the assistance of the WRC, in arriving at a new NUIG Promotions Policy. There has been one round of promotions run since the new scheme has been introduced.

Despite considerable effort, and what we perceive to be support from HR, we have not yet secured a full lecturing contract for an individual member who has been engaged as an academic in NUIG for more than 15 years, we remain involved in this case.

Royal Irish Academy (RIA)

A long-standing request by IFUT for an Academy-wide review of jobs and salaries regarding a career progression structure for its employees, remains unresolved. In February 2019 the WRC advised management to engage with the Higher Education Authority/Department of Education with a view to exploring means to progress a job evaluation exercise. IFUT met management on the 10th September 2019. A formal claim is to be submitted to the WRC.

Royal College of Surgeons (RCSI)

We continue to work with a member, through the WRC and involving an Independent Expert, in a claim seeking an Upgrade and the re-introduction of a pay scale. In recent years HR management in the RCSI have 'red circled' many on scales and not made the scales available to new starters.

Trinity College Dublin (TCD)

IFUT pursued a case for one member seeking recognition from tutor status to lecturer status. The Adjudicator recommended an increase in incremental credit and recommended continued recognition of the member's research status. While recognizing the Claimant's experience as a Lecturer, the Adjudication Officer failed to recommend implementation of the title of Lecturer (with appropriate salary scale). A subsequent Labour Court recommendation withdrew the increase in incremental credit for previous experience as a Lecturer but recommended that the University facilitate an element of research within the Teaching Fellow contract. This member subsequently agreed a career break with TCD

management and secured an fixed-term appointment as a Lecturer in UCD. This contract has now come to an end and our member continues to seek a Lecturer's post in TCD. IFUT continues to pursue this matter at local level.

Trinity College Dublin (TCD)

This dispute for one member concerns status, salary, grade and career progression, has been ongoing since prior to 2011.

This is despite the fact that under the terms of the Rights Commissioner's Recommendation (as upheld by the Labour Court and therefore binding) our member is still, incredibly, on Point 1 of the scale!

This matter was finally resolved at local level where parties agreed on a final outcome to this case.

Trinity College Dublin (TCD)

Formal and informal meetings have been held with mediator, management and the group of unions re Job Evaluation Scheme proposal.

Trinity College Dublin (TCD)

IFUT supported a member with issues related to the promotion process.

Trinity College Dublin (TCD)

IFUT supported a member with their regrading claim.

University College Cork (UCC)

Correction of Pay Scale

IFUT pursued this case to the Labour Court and subsequently Conciliation at the WRC where a 'Job Comparison Exercise' was proposed by the Department of Education to assist in resolving the claim.

The outcome of this exercise recommended in favour of an upgrade for our members. However the Department of Public Expenditure and Reform would not sanction the job evaluation decision. IFUT met with the Principal Officer at the Department of Education and the case was referred back to Conciliation at the WRC. The case was referred to the Education Oversight Body who subsequently referred it back to the WRC.

University College Cork (UCC)

A formal meeting with Management took place on 16th October to lodge a claim for the introduction of a Promotions/Progression Scheme for Library staff. The Management response was disappointing.

The case has been referred to the WRC.

University College Cork (UCC)

IFUT sought improvements for a group of new members (11) regarding terms for new regularised

pay scales and grading for Tutors in the Language Centre. All members achieved permanent contracts of employment, salary scales and increments.

University College Cork (UCC)

IFUT is pursuing a case for one member regarding the outcome of a promotion process to senior lecturer. The complaint was rejected by UCC.

The case has been referred to the WRC.

University College Cork (UCC)

One member has been excluded from progression above the bar due to a red circled agreement.

This member has made every possible effort to open a pathway towards progression to an A/B academic role. IFUT is referring this case to the WRC Conciliation.

University College Cork (UCC)

IFUT pursued a claim for one member regarding salary, grade and career progression.

This matter was finally resolved at local level.

University College Cork (UCC)

A case was taken through the adjudication services of the WRC and into a full Hearing of the Labour Court for a member appealing a decision of UCC not to shortlist them for a Professorial post. In finding in our favour the Court determined that financial redress was the appropriate remedy.

University College Dublin (UCD)

We continue to support and represent a member within the School of Architecture who is engaged in a technical role without full recognition of this in their contract of employment.

5. Payment of Wages Act, 1991

National University of Ireland, Galway, (NUIG)

Head Office supported a member who had acquired a disability and was concerned of the potential implications in bringing this to the attention of the university management. The matter was addressed to the member's satisfaction.

University College Cork (UCC)

IFUT was successful at an Adjudication hearing for a group of members where a deduction in their salary was not required or authorised by statute, or authorised by virtue of a term in the employment contract, and the deduction was not agreed or consented to, either in writing, verbally or at all.

UCC have appealed this case to the Labour Court.

6. Equality

Maynooth University (MU)

IFUT supported a member in resolving workload issues while taking Parental Leave.

Royal Irish Academy (RIA)

This case concerns a claim by ("the complainant") that the Royal Irish Academy ("the respondent") indirectly discriminated against the complainant on the grounds of gender, civil status and family status in terms of sections 6(2)(a),(b) and (c) of the Employment Equality Acts, 1998-2015 ("the Act") and in contravention of sections 8, 19, 22 and 31 of the Act in relation to their conditions of employment.

We await a date for a WRC hearing.

Royal Irish Academy (RIA)

This case concerns a claim regarding the refusal to allow a member to return to their full-time position (despite prior agreement).

IFUT is pursuing this case under the Equality Acts for discriminatory conduct. s6(1) 'less favourable treatment'.

Trinity College Dublin (TCD)

IFUT supported a member with difficulties regarding the status of their employment.

University College Cork (UCC)

An Age Discrimination case concerning the failure to promote one member was lodged at the WRC. This case has now been resolved at local level where our member achieved promotion and additional incremental points.

University College Cork (UCC)

One member achieved a local level settlement regarding a victimisation case which was referred by IFUT to the Workplace Relations Commission under the Employment Equality Acts 1998 to 2015.

7. Assignment Correction Rates

Dublin City University (DCU)

IFUT lodged a claim for correction of pay for extra hours worked per week including hours for exam corrections.

University College Cork (UCC)

This case involves a claim for improved assignment correction rates. Discussions at local level are ongoing.

8. Bullying

Dublin Institute for Advanced Studies (DIAS)

IFUT continues to provide representation to a member who maintains that they have been subjected to a campaign of bullying and marginalisation over several years. Despite some

interventions over the years the member asserts that this marginalisation persists. We continue to work closely with the member. Two separate external independent investigators are carrying out investigations into the complaints made by, and against, the member in recent months.

Dublin Institute for Advanced Studies (DIAS)

IFUT has provided representation to another member of staff affected by the outcome of an investigation of Bullying in the Institute

Maynooth University (MU)

We continue to advise, represent and support 7 individual members involved in various bullying related process in MU.

Royal College of Surgeons, Ireland (RCSI)

We have been supporting a member who has been unfairly treated since receiving a promotion.

Trinity College Dublin (TCD)

IFUT supported a member pursuing a bullying case at TCD.

Trinity College Dublin (TCD)

IFUT supported a member who maintains they are being bullied and has contractual difficulties as a result.

9. Transfer

Maynooth University (MU)

IFUT previously pursued a case to the WRC for one member for a transfer to a Department more appropriate to the member's skill set. Subsequent mediation attempts have failed to achieve a positive outcome and the member involved is considering their position.

Trinity College Dublin (TCD)

An advertisement for a "new" post impacted on one member as the proposed post had obvious adverse implications for our member. IFUT made a formal request for this development not to proceed.

The University went ahead with advertising the post against IFUT's formal objections.

The case has been referred to the WRC.

10. Whistleblower's Protected Disclosures Act

Maynooth University (MU)

IFUT supported one member in an alleged bullying case who was cleared of any wrong-doing by an Investigator but who was subsequently unilaterally transferred out of their department to another area of the College. Management refused to attend a WRC Hearing maintaining that the issue was governed by the Statutes.

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. The mediation process was unsuccessful in resolving the dispute. The case was referred back to adjudication and IFUT were unsuccessful in securing a positive outcome. This case has now been appealed to the Labour Court by IFUT.

Maynooth University (MU)

IFUT has submitted a penalisation claim for one member to the WRC under the Protected Disclosure Act, 2014. One hearing has taken place and the parties are considering a settlement before the issuing of another notice of a hearing date in this case.

University College Dublin (UCD)

We are providing support to a member in his preparations of a case under the Protected Disclosures Act, 2014.

11. Return to Full-Time Work

Trinity College Dublin (TCD)

One member is seeking to return to their full-time position (CID). A Labour Court hearing took place and requested the parties to consider a settlement to this case. The matter remains unresolved and has been referred back to the Labour Court.

Trinity College Dublin (TCD)

IFUT supported a member having difficulties regarding their workload on return to work from Leave of Absence.

12. Health and Safety

Royal College of Surgeons (RCSI)

We provided support and representation to a member whose salary had been unfairly reduced following a period of absence.

13. Unfair Dismissals

Maynooth University (MU)

We continue to support and represent a Researcher who was re-engaged in MU following their unfair dismissal almost 2 years ago.

Regrettably this member continues to have no specific role, we are actively engaging with HR in this matter and anticipate that it will be resolved in advance of the next semester.

Trinity College Dublin (TCD)

At the last ADC we reported on a high-profile dismissal case that IFUT had taken under three pieces of legislation for an Adjunct Lecturer in TCD.

While the Adjudication Services of the WRC had ruled in the members' favour the compensation was low. We subsequently appealed the case to the Labour Court and following a full hearing the compensation was increased significantly to almost the maximum awardable under the legislation. The matter is now fully resolved.

University College Cork (UCC)

IFUT pursued at local level one case of termination of employment for a Tutor who has worked under no less than **eight** contracts of employment. However, due to a break in service IFUT have no grounds for referral to the WRC.

University College Cork (UCC)

One member with almost 3.5 years' service has had their contract of employment terminated. IFUT contested this case by reference to the Unfair Dismissals Act and the Cush Procedures. IFUT was successful in achieving a CID for this member.

University College Dublin (UCD)

We secured a significant win for a Researcher member who had been engaged by UCD under a series of fixed-term contracts for almost 10 years. The member was 'let go' in June of 2019. The WRC Adjudicator found the dismissal to be unfair and determined 'reinstatement' to be the appropriate remedy.

The decision can be found on the WRC website:

<https://www.workplacerelations.ie/en/cases/2020/may/adj-00023818.html>

14. Disciplinary Procedure

Dublin Institute of Advanced Studies (DIAS)

The case mentioned in the Bullying section of this report now involves the disciplinary procedure too.

Mary Immaculate College, Limerick (MICL)

In the course of the year we provided support and representation to a member following complaints being lodged. That matter is since resolved.

Maynooth University (MU)

We continue to support a member who is being / has been disciplined on issues of performance.

National University of Ireland, Galway, NUIG

We supported a member through the disciplinary process, that matter concluded with a low level disciplinary sanction being imposed on the member, no appeal was made.

Trinity College Dublin (TCD)

We continue to provide representation to a member at an internal disciplinary forum. This member was

placed 'on leave' prior to the Christmas break and remains out of work.

University College Dublin (UCD)

Our UCD Branch, following considerable engagement with HR Management in UCD since the ADC have finalised wording of a Disciplinary Statute that is being considered by the Branch at present.

15. Redundancies

Maynooth University (MU)

In May of 2019 MU HR Management commenced engagement with IFUT on foot of a senior management decision to reduce staff numbers in the Innovation Value Institute (IVI) in response to decreased funding. The process is close to completion and will involve some redeployments and some redundancies.

At the time of writing this report there is one member awaiting her final redundancy settlement, five members have left through this redundancy programme.

National University of Ireland, Galway (NUIG)

We have worked with a member who opted for redundancy as an alternative to redeployment. In the course of our interactions we secured significant improvements to the first offer made by NUIG.

Royal College of Surgeons in Ireland (RCSI)

We are supporting a member in their efforts to avoid a redundancy as their Department is being restructured.

University College Dublin (UCD)

We supported a Researcher in their efforts to secure a redundancy payment on completion of their employment which covered several fixed term contracts.

16. Changes to Duties

University College Cork (UCC)

An Advisory meeting of the WRC took place for one member – Third meeting took place on Monday 25th November 2019 in the WRC, Dublin.

A further facilitated mediation meeting was held in UCC on 27th February 2020 with both parties in attendance. A draft agreement, based on an understanding of agreed issues at the mediation meeting, was issued on 2nd March 2020 and sent to the member. IFUT received a response from the member on 17th July outlining further difficulties. The WRC has now closed the file on this case.

University College Cork (UCC)

One member's role and duties have been changed which adversely affects the geographical work area and removes other elements of the post including an upgrade for this position.

17. Other Committees

ICTU Education Committee

IFUT has played a significant part in bringing this committee from one that met occasionally broadly discussing matters 'education related' to a functioning relevant committee with the ambition to be a part of a Higher Education Sectoral Dialogue Group.

IFUT has been well represented on this group by John Walsh, TCD and Michael Hinds of DCU, both who are IFUT Executive members. This group produced a paper on the case for publicly funded higher education earlier this year.

The Coalition for Publicly Funded Higher Education

This grouping involving the student and the employee unions across higher education have been active over recent months. Following a well-attended workshop in late August 2019 the Committee initiated a campaign 'Education Futures' through which lobbying material was developed in the run up to the general election.

Since the election the group meets regularly and significant efforts are being made to align the work of 'Education Futures' with that of the Congress Group. Despite the different composition of the groups involved the objectives are largely in line. IFUT is represented on this Group by our President, Angela Flynn and our Deputy General Secretary, Frank Jones.

The Four Teacher Unions

This group continues to meet on a monthly basis to discuss developments across the education sector.

The Education Oversight Group

This Group is chaired by Mairead Daly of the WRC. It is made up of the Employers and the Trade Unions involved across the entire education sector and addresses matters that have not been successfully resolved through the dispute resolution machinery of the state. IFUT attended the first meeting of this group in October 2019. IFUT used this opportunity to raise issues concerning the direction being given by the DES to the University HR Directors regarding how the HR Directors should respond to referrals from the Unions to the WRC. We have been given a commitment that the DES will engage further with the HR Directors on foot of our input to the Group.

The British and Irish Group of Trade Unions (BIGTU)

This group met in October 2019 and again in February and April 2020 to discuss the range of issues affecting those that we represent across our jurisdictions. This Group also sent a joint letter to the Minister of Education outlining our concerns relating to COVID-19 for schools and Colleges.

18. Organising

Marino Institute of Education (MIE)

IFUT have been engaging in an effort to increase our membership in MIE and to secure collective bargaining rights / recognition with our INTO Colleagues, who, for historical reasons, have membership in MIE.

19. Training

The Irish Second Level Students Union (ISSU)

In August 2019 IFUT continued to supported this training. This year Ms. Sue Miller, IFUT Representative and Librarian with DCU attended the training to give those present an overview of her role in DCU

IFUT Training

On the 12th and 13th of September 2019 a group of IFUT Representatives / Activist received training to assist them in their roles as Union Activists within their workplaces. It is our intention to continue to provide a schedule of training to our members into the future.

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:

Industrial Relations Officer, Fiona Lee represents IFUT on the **Congress Women's Committee**.

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

Phil Halligan, UCD represents IFUT on the **Congress Disability Committee**.

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

Rose Malone, MU represents IFUT on the **Congress Retired Workers' Committee**.

One Cork and One Galway Movements

The One Movement is a collaborative group of organised activists representing many trade unions and civil society groups operating in Cork and Galway with the objective of achieving decent work and better conditions for everyone.

The former President, Michael Delargey and the current President, Angela Flynn, former 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 McKinsty, Chairperson of the **NUIG IFUT Branch** represents IFUT on the **One Galway Initiative**.

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 McKinsty and Andrew Ó Baoil, NUIG.

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

4. International Work

4.1 Industrial Relations Officer, Fiona Lee represents IFUT on the **ETUCE Standing Committee for Equality**.

4.2 Darren Fayne, TCD, represents IFUT on the **Eurodoc, the European Council for Doctoral Candidates and Junior Researchers**.

4.3 BIGTU It is important that this structure be maintained as it certainly enhances our position internationally within the higher education trade union movement. The General Secretary continues to represent IFUT on this committee. Also, the former General Secretary, Mike Jennings represents ETUCE on this committee in his capacity as Treasurer of that organisation.

4.4 ETUCE Education International is an umbrella organization (including ETUCE) which 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 Organization. The affiliates of Education International (EI), which include IFUT, represent 30 million University Lecturers, Teachers and Education employees in approximately 400

organisations in more than 170 countries across the world.

4.5 HERSC IFUT is represented on the European Higher Education and Research Standing Committee by the Deputy General Secretary, Frank Jones..

4.6 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.

5. National Council for Curriculum and Assessment

Michael Delargey, UCC represents IFUT on the Council for Curriculum and Assessment and his three-year term will end on 28 February 2021.

Lorraine Harbison, DCU-CICE continues to represent IFUT on the Early Childhood and Primary Maths Development Group. During the year Des Carswell (MICL) was nominated to serve on the Early Childhood and Primary Committee and Seline Keating (DCU) to the SPHE/RSE Primary Development Group.

6. Teaching Council

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

7. Alliance of Retired Public Servants

Gerard Enright, MICL represents IFUT on the **Alliance of Retired Public Servants**.

8. Other Contacts

We continue to make small donations from time to time to various organisations. In 2019/2020 we contributed €500 to TASC; €500 to ICTU Raise the Roof Campaign; and €100 to Mother Jones Festival.

We advertised in the Irish Labour History Society's publication "Saothar" at a cost of €150.

IV. EDUCATION & RESEARCH

IFUT Researchers' Group

It was decided, before the commencement of the 2019/20 academic year that the work that this Group was engaging in, and the objectives for the group, extended beyond those engaged as Researchers in the Universities. At a meeting in mid-September it was determined that the Group would be renamed the **Combating Casualisation Committee** and would focus on addressing the use of successive short-term contracts across the sector. The group met again in November of 2019 and for the final meeting in late February of this year. The group discussed the challenges facing early career academics and teased out different

approaches to be made to further their concerns. The work of this group ties in closely with the 'Education Futures' initiative that IFUT are engaging in with the members of the Coalition for Publicly Funded Higher Education and the work of the ICTU Education Group.

V. ORGANISATION & COMMUNICATIONS

1. Membership

The total membership of IFUT at **31 December 2019** was 2,484 compared to 2,469 at **31 December 2018**. The breakdown of this is as follows (last year's figures are in brackets): 1,767 (1,741) on higher rate of subscription; 257 (257) on lower; 23 (47) on leave of absence; and 437 (424) retired. Details of Branches are given in Appendix A.

2. Membership Plus

Due to the interest by members, we decided during the year to continue with Membership Plus Cards for a further two-year period 2020/2022 (new cards will be issued in September 2020).

3. Executive and Trustees

The Executive met 13 times in the course of the year and four of these were virtual meetings..

The Members of the Executive are: Angela Flynn, UCC (President); Aidan Seery, TCD (Outgoing President); John Walsh, TCD; Emma Sokell, UCD; Edward Lahiff, UCC; Alastair McKinstry, NUIG; Úna Crowley, MU; Michael Hinds, DCU; Des Carswell, MICL; Celeste Golden, RCSI; and Kate O'Malley, (RIA) Central Branch.

At its first meeting on 20 June 2019 the Executive re-elected **Alastair McKinstry, NUIG** as **Vice President-Finance**.

4. Trustees

Cormac Ó Cuilleanáin, TCD was re-elected as a Trustee at the 2019 ADC and the following were elected to serve for 5 years as **Trustees** at the 2019 ADC: Peter Murray, MU; Finín Ó Séaghdha, DCU.

5. Council

The Council met three times during the year.

6. Head Office Staff

Head Office Staff is as follows:

Joan Donegan,
General Secretary.

Frank Jones,
Deputy General Secretary.

Úna Crowley, (Part-Time Employee)

Assistant General Secretary.

Fiona Lee,
Industrial Relations and Data Protection Officer.

Phyllis Russell,
Secretary/Office Manager.

7. IFUT Newsletter

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

8. General Data Protection Regulation (GDPR)

The General Data Protection (GDPR) came into effect on 25 May 2018. Trade Unions are now obliged to comply with Data Protection legislation as we process sensitive personal data. Fiona Lee, Industrial Relations & Data Protection Officer, represents IFUT on the ICTU Congress Working Group on GDPR where Trade Unions collaborate to assist in complying with this Regulation. As a consequence of GDPR IFUT no longer stores individual personal details for closed cases by digital storage or by hard copy filing.

IFUT Branches are using ifut.ie e-mail accounts and each Branch also has a Dropbox account for filing documentation. GDPR is now a standing item on the Agenda for IFUT Executive Committee meetings.

9. IFUT Contribution Rates

There were no changes in the **Subscription Rates for 2020**. Rates are as follows:

For those on salaries of €33K or more:
€35 per month

For those on salaries of €16K to €33K per annum:
€17.00 per month

For those on salaries of €8 to €16K per annum:
€8.00 per month

For those on salaries of less than €8K per annum:
€4.00 per month

Rate for **Retired Members** is **€170 for Life Membership**.

10. IFUT Website

The IFUT Website is a vital component of IFUT's public identity. Appreciation is due to David Murphy, UCC, who continues to manage all the

work entailed with the website on a completely voluntary basis.

11. Credit Union Membership

Quite a number of our members are now in membership of the TUI Credit Union. This is a benefit which we feel should be better advertised by Branches as the evidence shows that those who are in membership are extremely pleased with the service.

12. Free Medical Insurance Advice & Discounts

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

*Joan Donegan,
General Secretary.*

19 September 2020

IFUT Initials

AH	All Hallows
CB	Central Branch
DCU	Dublin City University
DDH	Dublin Dental Hospital
DIAS	Dublin Institute for Advanced Studies
ERC	Educational Research Centre
HRB	Health Research Board
MIE	Marino Institute of Education
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
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 2019/20

(First figure in brackets, *membership at 31 December 2019*; second figure, *membership at 31 December 2018*)

- 1 **Trinity College Dublin (439/457) & Dublin Dental Hospital (10/10)**
Secretary – Darren Fayne, Biochemistry & Immunology
Library Convenor – Nicole Seabrook, Library
- 2 **University College Dublin (467/446)**
Secretary – Kelly Fitzgerald, Irish, Celtic Studies, Irish Folklore & Linguistics
- 3 **University College Cork (544/539)**
Secretary – Virginia Conrick, Library
- 4 **National University of Ireland, Galway (132/121)**
Secretary – Alastair McKinstry, ICHEC
- 5 **Maynooth University (373/361)**
Secretary – Robert Galavan, Business & Law
- 6 **Royal College of Surgeons in Ireland (88/85)**
Secretary – Celeste Golden, Admissions Office
- 7 **Dublin City University (205/217)**
Secretary – Michael Hinds, English
- 8 **Mary Immaculate College, Limerick (166/163)**
Secretary – Des Carswell, Education
- 9 **Central (70/70)**
ALL HALLOWS COLLEGE (1/1) – c/o Head Office
HEALTH RESEARCH BOARD (2/2) – c/o Head Office
DUBLIN INSTITUTE FOR ADVANCED STUDIES (19/18) c/o Head Office
MARINO INSTITUTE OF EDUCATION – Gerry Dunne, Education (7/5)
MILLTOWN INSTITUTE OF THEOLOGY & PHILOSOPHY - c/o Head Office (3/3)
ROYAL IRISH ACADEMY (33/33)
Convenor - Anthony Harvey, Dictionary of Medieval Latin from Celtic Sources
ST CATHERINE'S COLLEGE OF EDUCATION FOR HOME ECONOMICS - c/o Head Office (5/8)

APPENDIX B

COUNCIL & EXECUTIVE 2019/20

*(Executive: President and 10 Members)

BRANCH ENTITLEMENT

DEPARTMENT

TCD 9/9 + Outgoing Pres

Darren Fayne	<i>Biochemistry & Immunology</i>
Dónall A. MacDónaill	<i>Chemistry</i>
Hugh Gibbons	<i>Computer Science</i>
Imaculada Arnedillo Sanchez	<i>Computer Science</i>
*Aidan Seery (<i>Outgoing Pres</i>)	<i>Education</i>
*John Walsh	<i>Education</i>
Pat Wall	<i>Education</i>
Cormac Ó Cuilleanáin	<i>Italian</i>
Gobnait Byrne	<i>Nursing & Midwifery</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 10/10 + Pres

Féilim Ó hAdhmaill	<i>Applied Social Studies</i>
Miranda Corcoran	<i>English</i>
*Edward Lahiff	<i>Food Business and Development</i>
Dónal Hassett	<i>French</i>
Virginia Conrick	<i>Library</i>
Anita Wilcox	<i>Library</i>
*Angela Flynn (<i>Pres</i>)	<i>Nursing & Midwifery</i>
Jacqui O'Riordan	<i>Social Studies</i>
James Cuffe	<i>Sociology</i>
Amin Sharifi Isaloo	<i>Sociology</i>
Jenny Butler	<i>Study of Religions</i>

NUIG 5/6

Breandán Ó Cochláin	<i>Chemistry</i>
Kevin G Davison	<i>Education</i>
Andrew Ó Baoill	<i>English</i>
"Alastair McKinstry	<i>ICHEC</i>
Seán Tobin	<i>Mathematics</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
Saranne Magennis
Peter Murray

*NIRSA
Quality Promotions
Sociology*

RCSI 1/4

"Celeste Golden

Admissions Office

MICL 2/6

*Des Carswell
Gerard Enright

*Education
Mathematics & Computer Studies*

DCU 8/8 + 1 Exec

*Michael Hinds
Eugene McNulty
Ruth McManus
Orla Nic Aodha
Maurice O'Reilly
John O'Flynn
Michael O'Keeffe
Sue Miller
Lorraine Harbison

*English
English
Geography
Library
Mathematics
Music
Special Education
Library
Maths & ICT Education*

CENTRAL 4/5

Anthony Harvey
*Kate O'Malley
Lisa Griffith
Alan Jacob

*DMLCS, RIA
Documents on Irish Foreign Policy, RIA
Digital Repository in Ireland
IT*

NOTE:

In addition to the President ex-officio, there were entitlements to 65 representative places, of which 57 were filled. Therefore, there were 57 people on Council out of a potential 65.

APPENDIX C

IFUT COMMITTEES & WORKING GROUPS 2019/20

Standing Committees

RULES SUBCOMMITTEE

Emma Sokell, UCD
Anthony Harvey, RIA
Úna Crowley, MU
Rose Malone, MU
Plus Officials, depending on availability

COMBATTING CASUALISATION COMMITTEE

EACH BRANCH IS CONTACTED IN ADVANCE OF EACH MEETING OF THIS GROUP AND REPRESENTATION IS WELCOMED FROM EACH.

APPENDIX D

IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2019/20

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)

Irish Congress of Trade Unions (ICTU)

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

Irish Labour History Society (ILHS)

National Women's Council of Ireland (NWCi)

Nevin Economic Research Institute (NERI)

People's College (ICTU)

Society for Research into Higher Education (SRHE)

Standing Conference on Teacher Education, North and South (SCoTENS)