

Irish Federation of University Teachers

ANNUAL REPORT
2020/2021

Cónaidhm Éireannach na Múinteoirí Ollscoile

GENERAL INTRODUCTION

I have the honour for the fourth and sadly the last time to present the Annual Report to the IFUT Annual Delegate Conference.

I am sure that every one of you is as disappointed as I am that, once again, we are denied the pleasure of having a real “get together”. Other words have also acquired different meanings and connotations over the past fourteen months or so. Prior to the Pandemic a “virtual” meeting would have described a meeting which *almost* took place. Now it refers to a meeting which is deprived of that precious ingredient of human interaction.

But perhaps number one on my list of the worst COVID-19 new terms is the awful “new normal.” Our format may be “new” but heaven forbid that it ever becomes “normal”!

There is nothing “normal” about the dreadful pressure under which all of our members have had to live and work since this crisis began. Every single person in our country has experienced upheaval and upset in their personal lives and routines. But many of them have, in addition, also had to cope with the huge stress arising from the turning inside out of their *employment’s duties and practices*. IFUT members are by no means the only cohort affected by this two-pronged assault on their usual practices and routines, but they are probably amongst those whose situation is less understood and certainly less recognised by the wider society.

For the Head Office staff of IFUT the past year has also produced the same difficulties as those experienced by our members. Not alone has the Pandemic resulted in a huge increase in the number of problems requiring the union’s support but this support has had to be given while working from home and while communicating with the members, with management and with the Labour Court and the WRC by video link.

The report which follows summarises the work completed in the last eight months since our last Conference. But perhaps more so than in any previous year the report is a mere summary and a synopsis. The full stories behind each item are stories of frustration and unfairness, of discrimination and indifference, of exploitation and a lack of earned recognition and appreciation.

But each case has another dimension; it is the courage of those who stood up and of the solidarity of those who stood with them over and over again. The lessons learned are of how much stronger we are when we unite and of how much we owe to the activists in our union without whose voluntary efforts none of the outcomes and successes listed below would ever have been possible.

I commend this report for your approval.

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I. REMUNERATION/PAY AGREEMENTS

1. Public Service Agreement

New Public Service Agreement

Public Service Agreement, 'Building Momentum' 2021 and 2022

The Agreement includes:

Five Pillars

1. Reform and modernisation.
2. Dispute resolution.
3. Sectoral bargaining.
4. Reversal of the Haddington Road Agreement.
5. Pay.

This is a short agreement with 15-16 months to the next round of talks.

(1st January 2021 until 31st December 2022).

What are the pay terms?

- 1st October 2021: A general round increase worth 1% of gross pay or €500 a year, whichever is the greater, would kick in one year after the final pay amendment under the Public Service Stability Agreement (PSSA). The €500 a year floor means those on lower incomes will receive a significantly larger percentage increase than higher paid staff.
- 1st February 2022: The equivalent of a 1% increase in annualised basic salaries through a 'Sectoral Bargaining Fund'.
- 1st October 2022: A second general round increase worth 1% of gross pay or €500 a year, whichever is the greater. Again, this means those on lower incomes will receive a significantly larger percentage increase than higher paid staff.
- Higher-paid public servants (who are due a final phase of pay restoration in 2021 or 2022) will not get the general round increase in that year. But, if the amount of restoration due is less than the general round increase, they will be paid the balance on the date of the general round increase.

The result of the Ballot on the Public Service Agreement, 'Building Momentum' 2021 and 2022 which took place 16 February 2021 in the IFUT Head Office:

97%	IN FAVOUR
3%	AGAINST

Marino Institute of Education (MIE)

While the pay increases agreed under the PSA have been applied in MIE the increases were applied up to 9 months later than across the Public Sector. Agreement was reached that future increases will be aligned with the Public Sector.

2. Non-Public Sector Agreement

Royal College of Surgeons Ireland (RCSI)

The last pay agreement expired at the end of September of 2020, a pay claim has been served and we look forward to engagement.

II. CONDITIONS OF EMPLOYMENT

1. DCU - Incorporation Report

A new co-operation agreement has been reached between DCU, SIPTU and IFUT on collective representational rights on behalf of the members of both Unions in the university. Under the agreement the two Unions will each nominate members to a Joint Union Forum. The Forum will meet on a regular basis during the academic year to identify and deal with issues affecting members collectively. If the agreement is not operating to the satisfaction of one party, there is an option to withdraw from the Agreement. The withdrawal mechanism is subject to 3 months' notice, with a referral to ICTU for final deliberation. The agreement will be reviewed bi-annually.

A huge "thank you" is attributed to the DCU representative and the local activists.

2. Cush Report and Process

Maynooth University (MU)

IFUT supported a member engaged under a series of Fixed-Term contracts for several years through the Cush Adjudication Process. IFUT's preference was for an oral hearing. However, due to COVID and the precarious employment status of our member, the case was progressed by written submissions. There were numerous, lengthy, exchanges over a six-week period as the Adjudicator sought clarifications regarding the case, prior to determining that the claim was unsuccessful. IFUT subsequently (through local negotiations after a referral to the Labour Court under Section 20(1) of the Industrial Relations Act, 1969), secured a redundancy payment for this member in 'full and final settlement'.

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

Maynooth University (MU)

We took another case in MU for two members working under 0.75 WTE contracts who maintain that they undertake a full workload. These cases were unsuccessful as the Adjudicator believed that he had no jurisdiction to adjudicate on this particular dispute and he suggested that the dispute should go back to the WRC. MU refused to attend the WRC in one of the cases and will attend in the other.

Maynooth University (MU)

A third 'Cush' case was taken on behalf of a long service Lecturer who had been engaged under a series of fixed term contracts. Despite MU HR making many attempts to frustrate and delay the process we finally secured a decision from the Adjudicator that the member should be provided with a full Lecturer CID.

National University of Galway (NUIG)

We supported a member in their efforts to secure a Lecturer CID having been assigned to a Lecturing role on a temporary basis while under a CID as Researcher. While this case did not go before the 'Cush' Adjudicator the agreement was cited by us as the basis for our claim. The CID was secured.

University College Cork (UCC)

We are supporting a Lecturer in his efforts to secure a CID through 'Cush' following engagement under several successive fixed term Lecturer contracts.

University College Dublin (UCD)

Following a full hearing before the 'Cush' Adjudicator, UCD HR were 'offered more time' to consider their refusal to provide a member with a Lecturing CID, they have since committed to processing this CID.

University College Dublin (UCD)

Over the past 12 months there have been a significant number of cases in UCD where members have sought advice from the Branch Committee and Head Office in relation to securing CID's through 'Cush'. In close to 10 of these cases members have secured CID's locally by following the advice of the Branch Committee and by making claims in line with the process developed in, and using the templates developed by, IFUT Head Office.

Summary

The 'Cush' process has delivered for a significant number of our members but the employers' side continue with their efforts to further narrow the already narrow scope of the Report. The Report, first published in June of 2016, has provision for a review this year which we, with the other Trade Unions in the Sector, are considering pursuing.

Dublin Institute of Advanced Studies (DIAS)

One member is entitled to a Contract of Indefinite Duration by virtue of their service to date in the Institute. This case has been referred to the WRC under the Protection of Employees (Fixed-Term Work) Act 2003.

Mary Immaculate College, (MICL)

Head Office is working with two Lecturers engaged under 4 year fixed-term contracts in an effort to secure CID's. While there are several aspects to our case a substantial element of the claim concerns a dispute that we have with the employer over the 'objective justification' cited in the contracts.

Mary Immaculate College, (MICL)

A second case in MICL is going before the conciliation services of the WRC, in this case the member had a single 3-year contract as a Lecturer and is claiming that, as there is an ongoing need for their role to be performed into the future, they should be retained.

Maynooth University (MU)

We are supporting a member on a fixed term contract in their efforts to secure a CID, while longer term CIDs are being offered to others within their Department.

Maynooth University (MU)

In MU we continue to make representations for a member who has been engaged under a series of fixed term contracts through the 'Turn to Teaching' programme, our case is that this programme is not a short-term project.

National University of Ireland, Galway (NUIG)

We are making a case for a CID for a Lecturer under a 3-year fixed term contract.

Royal Irish Academy (RIA)

IFUT supported a member with clarification on their contract status and their potential to obtain a CID.

Trinity College Dublin (TCD)

IFUT are supporting a member with varying roles and contracts of employment to ascertain their contract status with a view to obtaining a CID under Fixed-Term legislation.

Trinity College Dublin (TCD)

IFUT supported a member in clarifying their employment status whilst being employed on several projects and fixed-term contracts over a number of years.

Trinity College Dublin (TCD)

IFUT are supporting a member, who has had varying hours and contracts of employment over a number of years, to regularise their contract status, with a view to obtaining a CID under Fixed-Term legislation.

Trinity College Dublin (TCD)

IFUT supported a member with their reinstatement on payroll, which they had been removed from, with no prior notice, just before Christmas.

This member has had numerous fixed-term contracts, while undertaking exactly the same duties continuously over many years. IFUT continues to support this member to regularise their contract status, be assigned to the correct point on the relevant pay scale, and obtain an appropriate contract utilising Fixed-Term legislation.

Trinity College Dublin (TCD)

IFUT continues to provide support to a member employed for several years on an occasional hourly rate to obtain a CID.

Trinity College Dublin (TCD)

IFUT provided support to a member with numerous contracts with a view to regularising their position under Fixed-Term legislation.

Trinity College Dublin (TCD)

IFUT provided support to a member with several fixed-term contracts. A CID was successfully obtained at local-level.

Trinity College Dublin (TCD)

IFUT supported a member on a Tenure Track contract regarding their entitlements. This assistance is continuing at local level.

Trinity College Dublin (TCD)

IFUT are supporting a member with numerous contracts to regularise their position under Fixed-Term legislation.

University College Cork (UCC)

IFUT provided support to a member with a number of fixed-term contracts over a lengthy period of time to regularise their contract status with a view to obtaining a CID.

University College Cork (UCC)

UCC failed in its legal obligation to provide one employee with a CID on the due date. The university has extended the contract for another two years citing COVID-19 as the reason for this decision. A new post has been advertised and we are hopeful of a positive outcome in this case.

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) which is not included in pay. IFUT has requested the additional hours be regularised and our member to be issued with a permanent contract on the basis of 50% of FTE. This case has been referred to the WRC.

University College Dublin (UCD)

Following the exhaustion of local efforts a case has been referred to the WRC for adjudication in a dispute involving a member who asserts that the objective justification cited in their contract of employment is not legitimate. We await a hearing.

University College Dublin (UCD)

A UCD Lecturer member who was engaged under a 6-year fixed-term contract had their employment terminated at the end of 2020. We have referred this case to the WRC under the Industrial Relations and the Unfair Dismissals legislation.

University College Dublin (UCD)

A UCD Lecturer argued that the "objective reasons" cited in their fixed-term contract of employment were 'no longer' valid. On investigating the matter and looking at case law we regrettably had to advise the member that the 'objective justification' is only required to be valid on the date of issuing the contract and that there was no case to be taken.

4. Promotions and Upgrading Claims

Dublin Institute of Advanced Studies (DIAS).

One member has secured a senior position within the Institute. The appointment is temporary. IFUT is seeking that this appointment is a permanent post and has sought an Adjudication hearing by the Workplace Relations Commission under Section 13 of the Industrial Relations Act 1969 and 1990.

Mary Immaculate College, Limerick (MICAL)

While we appear to be edging closer to securing some promotion outlets, previously agreed through the Labour Court and locally on several occasions, we are experiencing some challenges as management are operating unilaterally and without due consideration in their eagerness to fill certain roles.

Maynooth University (MU)

We continue to make representations for our Librarian members in their efforts to secure progression from the AL2 to the AL1 pay scale.

Maynooth University (MU)

In a case involving an MU Researcher who was re-engaged following a Labour Court Decision previously reported on, we are now making efforts to ensure that they are placed on a scale above that being offered to them.

National University of Ireland, Galway, (NUIG)

Following the adoption of a newly agreed promotion policy, which is being held up as an example across the sector, we continue to engage with University Management, through the WRC, to further improve the policy.

National University of Ireland, Galway, (NUIG)

An NUIG member has received advice and support from Head Office following enquiries regarding securing a promotion through the 'Employee Retention Scheme'. Ultimately the member was advised that their suggested approach was likely to fail. We suggested alternative approaches which are now being taken.

National University of Ireland, Galway, (NUIG)

An NUIG member not promoted following their application is being supported in their efforts to appeal.

National University of Ireland, Galway, (NUIG)

We are advising and supporting a member engaged as a PTTA in their efforts to be recognised and upgraded to the Lecturer role.

Trinity College Dublin (TCD)

IFUT provided support to a member on a Tenure Track contract with issues related to their Progression Review.

Trinity College Dublin (TCD)

Formal and informal meetings have been held with mediator, management and the group of unions re Job Evaluation Scheme proposal. A ballot is due to be held shortly on this issue.

Trinity College Dublin (TCD)

IFUT advised and supported a member regarding their entitlements to a contract commensurate with their qualifications and experience.

University College Cork (UCC)

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 where the case was finally resolved in favour of our members in December 2020.

University College Cork (UCC)

After almost seven years of enforced precarity of employment contrary to an employee's rights under the Fixed-Term Workers Act, this case was finally resolved where one member achieved a CID in December 2020.

University College Cork (UCC)

IFUT are supporting a member employed by UCC for over two decades who is not currently on any salary scale and has had no increment nor had their position reviewed since 2009. UCC management has failed to credibly remedy this situation and IFUT is referring this case to Conciliation in the WRC.

University College Cork (UCC)

IFUT provided support to a member who has been prevented from progressing in their career despite more than fulfilling the criteria and having years of experience working as an academic. A virtual WRC Conciliation Conference took place on 23 November 2020. The member accepts that there is nothing to be gained from further Conciliation at this stage and will persevere with local efforts pending the next promotional round.

University College Cork (UCC)

IFUT provided support to a member regarding their position on an appropriate salary scale.

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.

A WRC Adjudication hearing took place on 22 February 2021 and we are awaiting a decision from the WRC.

University College Dublin (UCD)

There are ongoing issues in UCD being discussed at local level about the requirement for the making of a 'prima facie' case for promotion in certain cases and not all.

University College Dublin (UCD)

Supports are being provided to an individual member who has not received a promotion despite a recommendation for such from the Appeals Committee.

5. Payment of Wages Act, 1991

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. UCC appealed this case to the Labour Court.

In Labour Court Determination No.PWD212 the Court found against the Adjudication Officer's Decision. IFUT took great care to examine the Labour Court's Determination to see if we could find any evidence on which we could overturn it on a point of law. However, no grounds existed which were likely to have any chance of success in the High Court.

6. Equality

Dublin City University (DCU)

On the basis that no valid criteria was produced to indicate why one member was denied promotion or that no attempt was made to explain why a vastly less qualified and junior candidate was appointed to the position, IFUT has pursued a case to the WRC on the grounds of age in terms of sections of the Employment Equality Acts, 1998-2015.

Education Research Centre (ERC)

IFUT supported a member with regard to their employment status and the various options available to them related to availing of Maternity Leave.

Royal Irish Academy (RIA)

This case concerns a claim that the Royal Irish Academy 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. A WRC hearing was scheduled for Monday 2nd November 2020. Before the hearing took place the parties reached a settlement in this matter and withdrew the case for 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 lodged this case with the WRC under the Equality Acts for discriminatory conduct s6(1) 'less favourable treatment'. A WRC hearing was scheduled for 13th November 2020. Prior to the date of the hearing the member concerned requested withdrawal of the case from the WRC.

University College Cork (UCC)

Efforts are taking place to engage with UCC to change their promotion procedures to make them more compliant with equality requirements as they affect people with a disability

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. This claim was resolved at local level in December 2020.

8. Bullying

Marino Institute of Education (MIE)

Head Office supported a member who was being compelled to undertake unfair and disproportionate workloads. The member viewed this as bullying. The matter was resolved locally.

Maynooth University (MU)

A complaint of bullying against a Line Manager had been made by two members in late 2019. We had been providing the members with advice and representation through all stages. An External Investigator found that the two *had* been bullied. We are working with the members now to ensure that they receive all the necessary supports.

Maynooth University (MU)

In a separate MU case we continue to provide advice to a member involved in an External investigation following their complaint of bullying against their Line Manager.

Royal College of Surgeons of Ireland (RCSI)

In the course of the past year we have been providing support to an individual member who is, we believe, the victim of a bullying campaign.

Trinity College Dublin (TCD)

IFUT provided support and guidance to a member who is undergoing bullying and other issues regarding Dignity & Respect in the workplace.

Trinity College Dublin (TCD)

IFUT supported a member absent from work due to work-related issues.

University College Cork (UCC)

A workplace mediation took place for two members at the WRC 26th March 2021.

The services of the Commission remain available should the parties wish to re-engage.

9. Transfer

Maynooth University (MU)

IFUT provided representation at a Labour Court hearing for a member who had transferred into MU from Kimmage Development Studies Centre in 2018. The case had been before Adjudication and subsequently referred to the Court by SIPTU. By agreement with SIPTU, IFUT provided the representation at the Court, the matter is now resolved.

Trinity College Dublin (TCD)

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

The University advertised 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 transferred 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 was unsuccessful in securing a positive outcome at that forum. The case was then appealed to the Labour Court by IFUT where the case was subsequently represented by a legal firm on the instruction of the member involved.

Maynooth University (MU)

IFUT submitted a penalisation claim for one member to the WRC under the Protected Disclosure Act, 2014. Two hearings have taken place and another hearing will be held in mid-May 2021.

11. Return to Full-Time Work

Dublin City University (DCU)

IFUT are supporting one member in efforts to secure return to full-time work after a period of sick leave.

Trinity College Dublin (TCD)

IFUT supported a member seeking to return to their full-time (CID) position. Two Labour Court hearings took place in February and September 2020. The

Labour Court recommended that our member secure an additional qualification, as set out by TCD, prior to a return to a full-time role. IFUT is considering using the Cush Adjudication process to progress this case.

12. Health and Safety

Trinity College Dublin (TCD)

IFUT provided support and guidance to a member with a range of issues on their return to work following a period of absence.

Trinity College Dublin (TCD)

IFUT continues to provide support to a member who has serious Health and Safety concerns related to the working environment.

Trinity College Dublin (TCD)

Following several years of representing a TCD member in disciplinary matters it has finally been understood by management that there are medical and health issues at the core of this case. It has been agreed that the members will retire on grounds of ill-health.

13. Unfair Dismissals

Maynooth University (MU)

A member referred an Unfair Dismissals case to the WRC, against IFUT advice. IFUT subsequently provided guidance to the member on their submission and on the WRC process and procedures.

University College Dublin (UCD)

We had provided support to a Researcher member who was dismissed following the completion of several fixed term contracts. The case was before the Adjudication Services of the WRC last October, the Adjudicator ruled against the Claimant and the matter will now go on appeal to a full hearing of the Labour Court.

14. Disciplinary Procedure

Mary Immaculate College, Limerick (MICAL)

We are supporting a member as they engage in a process following a student complaint.

Maynooth University (MU)

We continue to provide assistance and support to a member engaged in the disciplinary process in MU.

University College Cork (UCC)

Advice, support and representation was provided

by Head Office to a member.

University College Dublin (UCD)

A member who was properly reluctant to engage in face-to-face teaching / training was cautioned that the disciplinary procedures may be invoked. Following the intervention and support from the Branch and Head Office the matter was properly addressed.

15. Redundancies

Maynooth University (MU)

There are several strands of negotiations / discussions taking place in MU where redundancy is being applied in cases of reorganisation. These areas include the Kennedy Institute and within the Music Department for some Tutors.

National University of Ireland Galway (NUIG)

Following some restructuring Head Office secured an enhanced redundancy payment for a member.

Royal College of Surgeons of Ireland (RCSI)

Support, advice and representation was provided to a member who opted for redundancy as an alternative to restructuring following their return from a leave of absence.

Trinity College Dublin (TCD)

IFUT supported a member in clarifying their redundancy entitlements on completion of their employment which covered several fixed-term contracts.

Trinity College Dublin (TCD)

IFUT provided support and guidance to a member regarding their contract status and the redundancy options available to them on completion of several fixed-term contracts.

16. Changes to Duties

Dublin City University (DCU)

The issue of Workload Models (WM's) has been a source of concern ever since the merger of SPD, CICE and MDIE with DCU. What is required is a refinement of WM's to make them "fit for purpose" in their own specific circumstances.

IFUT has raised this issue with DCU management but one of the factors which has been inhibiting progress is that the HR Department want to be given a precise indication of what, exactly, IFUT wishes to propose as deletions and/or amendments to the current model.

Responding to this, IFUT issued a request to all members in DCU to let us have the benefit of their views as to the changes we should seek to the current Workload Model.

We have gone through the responses received to-date and have worked them into a list which, it is intended, will be attached as an appendix to our formal letter to management seeking formal talks on this matter.

The issues of concern received to date include the following headings:

1. Consultation on the Workload Model
2. High teaching hours - inequality in workload
3. Acknowledgement in the workload model
4. Different practices in different schools
5. Lack of clarity and fairness
6. Contributions to the University not given credit

Further consultation has taken place with the membership and engagement with management will commence shortly.

University College Cork (UCC)

IFUT continues to support a member whose role and duties have been changed which adversely affects the claimant's geographical work area and removes other elements of the post including an upgrade for this position.

Two virtual WRC Conciliation Conferences took place in October and November 2020. There were two further WRC Conciliation Conferences scheduled which were cancelled, the latter due to the fact that an offer was received from management. There were extensive communications by e-mail and telephone with the WRC Conciliation Officer over this period and several virtual meetings with the member. After exhaustive consultation with the WRC Conciliation Officer and the member, the member rejected management's offer. As the Conciliation process is thoroughly exhausted this case is being referred to the Adjudication service of the WRC.

17. Pensions

Trinity College Dublin (TCD)

IFUT provided support and guidance to a number of members with specific issues related to the FEMPI legislation.

Trinity College Dublin (TCD)

IFUT continues to provide support to a member with pension-related issues.

Trinity College Dublin (TCD)

IFUT provided support and guidance to a member with concerns regarding pension restoration.

University College Cork (UCC)

IFUT provided support to a member regarding their entitlements and options to retire early.

University College Cork (UCC)

IFUT provided support to a member in clarifying their pension status.

18. Career Break

Trinity College Dublin (TCD)

IFUT provided support to a member with regard to their entitlements to a Career Break.

III. GENERAL CONTACTS

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:

Assistant General Secretary, Fiona Lee, represents IFUT on the **ICTU Women's Committee**.

Assistant General Secretary, Fiona Lee, also represents IFUT on the **ICTU GDPR Working Group**.

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

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

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

1. Alliance of Retired Public Servants

Gerard Enright, MICTL, and Rose Malone, MU represent IFUT on the **Alliance of Retired Public Servants**.

2. Cork Council of Trade Unions

Michael Delargey, UCC continues to represent IFUT on the Cork Council of Trade Unions.

We are also very pleased to announce that Michael was elected President of this body at their recent AGM.

IV. INTERNATIONAL

1. International Work

1.1 Joan Donegan, General Secretary, was elected to the post of **ETUCE Treasurer** in succession to the retired General Secretary, Mike Jennings. Joan had been unanimously nominated for election to the position by all of the British and Irish Teacher Unions (**BIGTU**).

1.2 Frank Jones represents IFUT on the ETUCE Higher Education and Research Standing Committee (**HERSC**)

1.3 British & Irish Group of Teacher Unions (BIGTU): Joan Donegan, General Secretary, represents IFUT on this Committee.

1.4 Assistant General Secretary, Fiona Lee, represents IFUT on the **ETUCE Standing Committee for Equality**.

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

V. ORGANISATION & COMMUNICATIONS

1. Membership

The total membership of IFUT at **31 December 2020** was 2,613 compared to 2,484 at **31 December 2019**. The breakdown of this is as follows (last year's figures are in brackets): 2,332 (2,227) on higher rate of subscription; 281 (257) on lower; 28 (23) on leave of absence; and 416 (437) retired. Details of Branches are given in Appendix A.

2. Membership Plus

New Membership Plus discount cards for the period 2020/2022 were issued in September 2020 to all IFUT members.

3. Executive and Trustees

The Executive met virtually 9 times in the course of the year.

The Members of the Executive are: Angela Flynn, UCC (President); Anthony Harvey, RIA (Incoming President); Emma Sokell, UCD (Vice President-Finance); Enrica Ferrara, TCD; Edward Lahiff, UCC; Liam Morrison, NUIG; Robert Galavan, MU; Michael Hinds, DCU; Des Carswell, MICTL; Benedict Ryan, RCSI; Caitriona Fitzgerald, ERC and Kate O'Malley, (RIA) Central Branch.

At the first meeting of the Executive on 15 October 2020 **Emma Sokell, UCD** was elected as **Vice President-Finance**.

4. Trustees

John Dunnion, UCD was elected to serve as a Trustee at the 2020 Virtual ADC and the following were re-elected to continue serving as Trustees 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,
Assistant General Secretary.

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 Regulation (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, Assistant General Secretary, represents IFUT on the ICTU 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 regular item on the Agenda for IFUT Executive Committee meetings.

9. IFUT Contribution Rates

There were no changes in the **Subscription Rates for 2021**. 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. Further information on the TUI Credit Union is available in the Members' Section of the IFUT website www.ifut.ie

12. Free Medical Insurance Advice & Discounts

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

Joan Donegan,
General Secretary.

15 May 2021

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 2020/21

(First figure in brackets, **membership at 31 December 2020**; second figure, **membership at 31 December 2019**)

- 1 Trinity College Dublin (462/430) & Dublin Dental Hospital (9/9)**
Secretary – Darren Fayne, Biochemistry & Immunology
Library Convenor – Nicole Seabrook, Library
- 2 University College Dublin (492/467)**
Secretary – Kelly Fitzgerald, Irish, Celtic Studies, Irish Folklore & Linguistics
- 3 University College Cork (576/544)**
Secretary – Virginia Conrick, Library
- 4 National University of Ireland, Galway (136/132)**
Secretary – Alastair McKinstry, ICHEC
- 5 Maynooth University (386/373)**
Secretary – Robert Galavan, Business & Law
- 6 Royal College of Surgeons in Ireland (86/88)**
Secretary – Celeste Golden, Admissions Office
- 7 Dublin City University (207/205)**
Secretary – Michael Hinds, English
- 8 Educational Research Centre (15/-)** ERC were part of DCU Branch in 2019
Secretary – Conall Ó Duibhir, ERC
- 9 Mary Immaculate College, Limerick (168/166)**
Secretary – Des Carswell, Education
- 10 Central (76/70)**
ALL HALLOWS COLLEGE (1/1) – c/o Head Office
HEALTH RESEARCH BOARD (2/2) – c/o Head Office
DUBLIN INSTITUTE FOR ADVANCED STUDIES (19/19) c/o Head Office
MARINO INSTITUTE OF EDUCATION – Gerry Dunne, Education (11/7)
MILLTOWN INSTITUTE OF THEOLOGY & PHILOSOPHY - c/o Head Office (3/3)
ROYAL IRISH ACADEMY (35/33)
Convenor - Anthony Harvey, Dictionary of Medieval Latin from Celtic Sources
ST CATHERINE'S COLLEGE OF EDUCATION FOR HOME ECONOMICS - c/o Head Office (5/5)

APPENDIX B

COUNCIL & EXECUTIVE 2020/21

*(Executive: President and 10 Members)

BRANCH ENTITLEMENT

DEPARTMENT

TCD 8/10

Darren Fayne	<i>Biochemistry & Immunology</i>
Hugh Gibbons	<i>Computer Science</i>
Imaculada Arnedillo Sanchez	<i>Computer Science</i>
John Walsh (<i>substitute for Enrica Ferrara</i>)	<i>Education</i>
Aidan Seery	<i>Education</i>
Pat Wall	<i>Education</i>
*Enrica Ferrara	<i>Italian</i>
Cormac Ó Cuilleain	<i>Italian</i>
Elizabeth Culleton-Quinn	<i>Physiotherapy</i>

UCD 9/10

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 11/11 + Pres

Féilim Ó hAdhmaill	<i>Applied Social Studies</i>
Dave Murphy	<i>Computer Science</i>
Declan Jordan	<i>Economics</i>
Michael Delargey	<i>Education</i>
*Edward Lahiff	<i>Food Business and Development</i>
Finola Doyle-O'Neill	<i>History</i>
*Angela Flynn (<i>Pres</i>)	<i>Nursing & Midwifery</i>
Aileen Burton	<i>Nursing & Midwifery</i>
Peter Kelly	<i>Nursing & Midwifery</i>
Jacqui O'Riordan	<i>Social Studies</i>
James Cuffe	<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>
Alastair McKinstry	<i>ICHEC</i>
Tim Murphy	<i>ICHEC</i>
*Liam Morrison	<i>Earth Ocean Sciences</i>

MU 6/9

*Robert Galavan	<i>Business and Law</i>
Liam MacAmhlaigh	<i>Froebel</i>
Jeneen Najj	<i>Media Studies</i>

Mercedes Carbayo-Abengoza
Peter Murray
Susan Giblin

Modern Languages & Cultures
Sociology
Teaching and Learning

RCSI 2/5

Celeste Golden
*Benedict (Ben) Ryan

Admissions Office
Pharmacy

MICL 3/6

*Des Carswell
Darach Sanfey
Gerard Enright

Education
French
Mathematics & Computer Studies

DCU 3/7

*Michael Hinds
Sue Miller
Miriam Ryan

English
Library
Education

ERC 2/2

Aidan Clerkin
Emer Delaney

Educational Research Centre
Educational Research Centre

CENTRAL 4/4

*Anthony Harvey
*Kate O'Malley
Alan Jacob
Sandra Austin

DMLCS, RIA
DIFP, RIA
IT, RIA
SESE, MIE

In addition to the President ex-officio, there were entitlements to 70 representative places, of which 53 were filled. Therefore, there were 53 people on Council out of a potential 70.

APPENDIX C

IFUT COMMITTEES & WORKING GROUPS 2020/21

Standing Committees

RULES SUBCOMMITTEE

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

APPENDIX D

IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2020/21

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)

European Council of Doctoral Candidates & Junior Researchers (EURODOC)

Irish Congress of Trade Unions (ICTU)

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

Irish Labour History Society (ILHS)

National Women's Council of Ireland (NWCi)

Nevin Economic Research Institute (NERI)

People's College (ICTU)

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