

ifut 2001

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Annual Report

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ANNUAL REPORT 2000/2001

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I. EDUCATION & RESEARCH

1. University Legislation & Statutes

During the session, the Trinity College, Dublin (Charters & Letters Patent Amendment) Act, 2000, was passed. Also during the year, (Draft) Statute I of the National University of Ireland, Dublin, which is still in train, was kept under review by the Executive and Council, and Statute E - National University of Ireland, Cork, was also thus examined.

In the case of UCC, new regulations were introduced concerning the election of representatives by certain categories of staff members to the Governing Body, which increased the representation of the non-professorial staff as sought by the union.

Copies of these documents were circulated to Branches.

No draft of a Statute was received from NUIG during the year.

2. University Ombudsman

This was considered further throughout the year on the basis of a number of drafts of position as drawn up by Paddy O'Flynn of UCD and Colum Ó Cléirigh of St Patrick's College, Drumcondra. In the light of decisions by Council, final drafts are being prepared for publication and lobbying. ^[1]

3. Council of NUI Convocation

Pursuant to a request from NUI Convocation, IFUT nominated the President, Pat Burke, St Patrick's College, Drumcondra, to the Council of Convocation.

4. Academic Freedom

An article on this subject was prepared jointly by the General Secretary of IFUT, Daltún Ó Ceallaigh, and Camille Dieu, EIE ^[2] Higher Education and Research Standing Committee for a special publication of the Education International on the subject in September 2000. This was circulated to Branches as part of the magazine in question.

A publication entitled *Troubled Times: Academic Freedom in New Zealand* (edited by Rob Crozier) was received during the session.

5. Conference on Quality Assurance

Following on a request from the Union of Students in Ireland, IFUT nominated Paddy O'Flynn of UCD to speak at a conference on *Quality Assurance - Issues and Experience* on 30 January 2001. The agenda was as follows: What is Quality Assurance?; Colleges' Experience of Quality Assurance; Lecturers' Experience of Quality Assurance; The UK Experience; and Students' Experience of Quality Assurance.

During the session, a publication entitled *Academic Quality Assurance in Irish Higher Education - Elements of a Handbook* (Duff, Hegarty, and Hussey) was received.

6. Sorbonne & Bologna Declarations

Breandán Ó Cochláin of NUIG represented IFUT at the GEW ^[3] International Science Forum entitled *From Sorbonne via Bologna to Prague* which was held from 16 to 18 March 2001. This refers to declarations, both past and in formation, by European Ministers for Education concerning higher education which are being distributed to members. The agenda was as follows: From Sorbonne via Bologna to Prague; Science as the Locational Factor; The Marketing of Higher Education; Quality - Evaluation - Accreditation; Science as Part of the Social Dialogue; The Liberalisation of the Trade in Education; Mobility; Flexibilisation; European Sphere for Research; The Enlargement of the European Union to the East; and The European Sphere for Higher Education.

The President, Pat Burke, St Patrick's College, Drumcondra, and Breandán Ó Cochláin, NUIG, represented IFUT at a National Conference on the *Bologna Declaration* which was hosted by the Higher Education Authority on 9 May 2001. The agenda was as follows: The European Dimension of the Institute of Technology Sector; The University Perspective; Comparability and Compatibility - The Case of Engineering; and European Credit Transfer System - Past, Present and Future.

7. Convention of European Higher Education Institutions

The General Secretary, Daltún Ó Ceallaigh, represented IFUT at a Convention of European Higher Education Institutions on 29 and 30 March 2001. The agenda was as follows: Potential Convergence and the Cost of the Status Quo; Freedom with Responsibility: Empowering Universities; Employability in the European Labour Market; Mobility in the European Higher Education Area; Compatibility - A Common, but Flexible Qualifications Framework; Quality Assurance and Quality Certification ("accreditation"); Competitiveness at Home and in the World; From Bologna to Prague; Changes Needed at/from Universities and Other Institutions in order to create a Coherent, Compatible, Open and Competitive European Higher Education Area; Conditions for the Further Development of the Convergence Process in Europe; and Constitutive Assembly of the European University Association.

8. UNESCO Recommendation on HE Personnel

The Department of Education and Science finally responded to correspondence on this matter during the session. However, it indicated that it regarded the provisions under the Universities Act 1997 as

meeting, in its perception, the requirements of the Recommendation. The situation is being reviewed by IFUT.

9 EI-OECD Meeting on H E

The President, Pat Burke, St Patrick's College, Drumcondra, and the General Secretary, Daltún Ó Ceallaigh, attended this at the invitation of the Education International (EI) from 13 to 15 December 2000. The agenda was as follows:- Higher Education: a Big Market?; Virtual University - Does it mean the Death of the Traditional University?; Impact of New Technologies on the Status of Teachers and Students; Intellectual Property in the Time of Globalisation and New Technologies; Follow-up of UNESCO Global Conference on Higher Education; Implementation of the 1997 Recommendation: Debate with UNESCO and ILO representatives; and Academic Freedom.

10. AISHE

The All-Ireland Society of Higher Education was launched on 30 November 2000. The goal and aims were stated to be: "... to bring together and support those people who are concerned to advance Higher Education in the island of Ireland. It will promote the professional recognition and enhancement of teaching and learning in Higher Education through a wide range of activities including seminars, conferences, publications, and provision of online community forums and services."

Information about the Society was distributed to Branches.

11. GATS

Negotiations concerning the General Agreement on Trade in Services (GATS) are something which the Education International (EI) has been encouraging affiliates to keep an eye on with a view to any input from national governments concerning education at all levels. IFUT has been in contact with the Department of Enterprise, Trade and Employment about this, but there is, as yet, a lack of clarity as to what is developing here and the matter will be kept under review. GATS is a subset of World Trade Organisation negotiations.

12. Participation Rate in Physical Sciences

Pursuant to a request from the Minister for Education and Science, IFUT nominated Vice President Paddy O'Flynn of UCD to a Task Force on Declining Participation Rates in the Physical Sciences.

13. RTÉ & Educational Channel

RTÉ has been in contact with a number of bodies, including IFUT, for ideas in connection with the launch of the above. This is under consideration at the moment.

14. National Council for Curriculum & Assessment

IFUT involvement in the National Council for Curriculum and Assessment during the year was as follows.

COUNCIL: Eugene Wall, MICL.

PRIMARY CURRICULUM CO-ORDINATING COMMITTEE: Eugene Wall, MICL.

STEERING CTTEE FOR INFORMATION & COMMUNICATION TECHNOLOGIES: Maureen Killeavy, UCD.

STEERING CTTEE FOR SPECIAL EDUCATION:

Brendan Spelman, UCD.

PILOT PROJECT ON MODERN LANGUAGES IN PRIMARY SCHOOLS: Anne O'Keeffe, MICL.

In October 2000, Branches were notified of two documents received from the NCCA: *Science & Technology Education in the Senior Cycle*, and *A Longitudinal Study of 1994 Junior Certificate Candidates who took the Leaving Certificate Examination in 1997*.

The following documents received from the NCCA in November 2000 were sent to Branches: *Leaving Certificate Physics & Chemistry, Draft Syllabus for Consultation*; *Leaving Certificate Physical Education, Draft Syllabus for Consultation*; and *Junior and Senior Cycle Physical Education, Draft Syllabus for Consultation*.

In May 2001, a document received from the NCCA entitled *Review of Exploring Masculinities (Request for Submissions)* was also sent to Branches.

15. Other Events

Eithne Kennedy of St Patrick's College, Drumcondra, represented IFUT at a National Reading Initiative/Reading Association of Ireland Joint International Reading Conference entitled *Reading Matters - a Fresh Start* which was held from 28 to 30 September 2000.

Pat Burke, President, of St Patrick's College, Drumcondra, represented IFUT at the ASTI Education Conference held on 25 November 2000.

Seán Tobin, NUIG, represented IFUT at a National Consultative Forum on the European Commission's *Memorandum on Lifelong Learning*, which was hosted by the Department of Education and Science on 21 May 2001.

Seán Tobin, NUIG, Valentine Rice and Hugh Gibbons of TCD, represented IFUT at a conference entitled *Course Completion in Higher Education* which was hosted by the Higher Education Authority on 28 May 2001.

II. REMUNERATION

1. General Wage Rounds

During the year, there were two General increases for all members arising from the Programme for Prosperity and Fairness (PPF) and amendments thereto. The first consisted of 5.5% on 1/10/00 and the second 2% on 1/4/01. The next General increase will be on 1/10/01 at a rate of 5.5%. The final phase increase of 4% will apply from 1/10/02 to the conclusion of the PPF on 30 June 2003. The last increase is subject to an agreed Partnership Programme at local level, details of which will be worked out in the next year. There is also to be a lump sum payment of 1% of basic salary on 1/4/02 under the amendments to the PPF. The amendments were intended to help compensate for unexpected inflation.

The 'early settlers' under PCW/P2000 ^[4] also got an increase of 3% on 1/10/00. This applies to those in the EO/HEO and APO/PO ^[5] civil service relativity ranges as outlined in *IFUT News*. Salary figures currently in force as well as those due to come in October 2001 are to be given in the next edition currently being printed.

2. P2000 2% Partnership Increase

This was brought to a conclusion during the year in regard to current and retrospective payments in the DIAS, St Catherine's, and APSCEH institutions, in the latter case not before reference to the Labour Relations Commission. The situation was also clarified in NUIG concerning Professors and Associate Professors and payment duly made.

3. Benchmarking

The *Initial Submission to the Public Service Benchmarking Body* (PSBB) from IFUT was prepared during the session. It should be evident from this that very substantial work was put in to it by the

Working Group, Executive and Council, along with Head Office and some consultancy advice. The situation now is that the research of the PSBB is awaited and, in response to this, a second written submission may be made in September this year and oral hearings will take place the following month. The Body will next proceed to make its report by the end of June 2002. This is substantially earlier than originally projected and as a result of amendments to the PPF.

It is evident from the IFUT Submission that it is believed that there are solid grounds, given comparisons, both within the public sector and with the private sector, for substantial increases in salaries at all levels for academics. Related grades should then benefit accordingly. Special submissions have been made in the case of grades which are not academic or academically related, namely SEO and CT I in TCD. ^[6]

4. Exam Payments

Considerable difficulty was experienced during the year, in some cases, in seeking to clarify that all the necessary adjustments had been made, both currently and retrospectively, in the case of exam payments arising both from both general and special increases, especially as the latter often had a substantial retrospective element in them stretching over itemised headings. What has been done, therefore, is to seek a detailed statement from each institution concerned of current rates being applied so as to check that these are in order. The retrospective position will then be double-checked from there.

5. Professorial Relativity

IFUT's position on this was eventually conceded by the Government in that Professors were withdrawn from the direct scope of the Buckley Review Body and it was stated by the Minister for Finance to the Taoiseach on 6/10/00: "The pay of Professors will be considered in the light of the Review Body's Recommendations on Assistant Secretaries in the Civil Service as heretofore."

The Review Body reported on Assistant Secretaries and others on 25/9/00. The Government subsequently decided to implement its recommendation of increases for Assistant Secretaries of 14.8% to 15.3% on the basis of: 5% w.e.f. 25/9/00, 5% w.e.f. 1/3/01, one-half of any balance w.e.f. 1/7/01, and remaining balance w.e.f. 1/4/02.

Despite several demands from IFUT for implementation of the award in the academic sphere, only acknowledgements have been received over the past number of months and, therefore, on 5/6/01, the matter was referred to the Labour Relations Commission. However, advice just to hand is that the claim is about to be conceded and this should show in pay cheques in the next month or so. Related grades will of course also benefit from the increase in question.

6. Special Academic Salary Rates

A scheme for this was agreed between the Universities and the HEA. The four key provisions are:

- "a separate individual contract must be drawn up, the terms of which must differ significantly from the terms of appointment of permanent staff;
- "it must be a specified purpose or fixed-term contract, not normally exceeding five years;
- "the post must bear a unique title, duties and responsibilities, which differentiate it from an established post or grade;
- "the contract should include stated performance objectives for the post holder, provisions for performance review in the light of these stated objectives, and for reduction in remuneration and/or for early termination of contract in the event of failure to meet the stated objectives."

The full HEA document on this was sent to Branches.

7. Vets in UCD

The matters under consideration here in some outstanding instances concerned research time, clinical allowances, time per annum spent in hospital-related work and Devlin time (the latter refers to the

entitlement to avail of 20% of working time on outside paid activities insofar as these feed back into the teaching and research process in the university).

It was early 2001 before members affected felt in a position to proceed with the necessary meetings with College in order to resolve issues. However, attempts to actually set up encounters were not successful with the College pleading, between March and the end of May 2001, preoccupation of the Faculty with the foot and mouth crisis. However, at the beginning of June, it indicated that the matter was being substantively addressed again involving the Dean and relevant Heads of Department with a view to reaching conclusions before the end of that month and proceeding to meetings with IFUT, if need be.

8. Salaries & RIA

There was some progress in individual cases during the year concerning appropriate grading and remuneration. However, the attempt to make progress otherwise in terms of bilateral meetings with the Academy and the involvement of consultants has proved painfully slow. It seems that the situation will have to be radically reviewed with regard to the current state of play and appropriate action following a joint-union Academy meeting which is due imminently.

9. Assistant Librarians

In respect of special allowances for some Assistant Librarians in TCD, for assuming the duties of a retired Sub-Librarian, the College and the union were not able to reach full agreement on the nature and extent of these. However, payment was secured in particular instances. Otherwise, discussions are continuing about restructuring in TCD Library and the implications of same.

In UCC, Assistant Librarians signalled in May 2001 that they were prepared to proceed with consideration of job evaluation with the help of the Irish Productivity Centre. The union is therefore now interacting with College with a view to putting an arrangement in place.

10. SEO Members in TCD

There was no further progress in local discussions on regrading in the case of Senior Experimental Officers in Trinity College. However, as referred to above, a submission has been made on their behalf to the Benchmarking Body and this was based on the Labour Court Submission of last year.

A list of status issues has also been raised with the College and is being pressed at the moment. There is a large number of these including important matters such as voting rights and participation in governance of the College.

III. CONDITIONS OF EMPLOYMENT

1. Freedom of Information Act

On 5 June 2001, the union eventually received from the Minister of State, Martin Cullen, a list of the third-level educational institutions to be covered by the Act. In the case of IFUT and the public sector, this included all save the Dublin Institute for Advanced Studies and the Royal Irish Academy. As a consequence, a specific request has been put in to actually include the latter two.

An indication has again been sought as to the exact date when the Act will become applicable in these instances.

2. Colleges of Education & Humanities

This refers to Mary Immaculate College, Limerick, St Patrick's College, Drumcondra, and the Church of Ireland College of Education, Rathmines. The APSCEH Committee looked further into the issue of grading structures in the Colleges during the session. This also involved general meetings of the members concerned and interaction with the Presidents and senior administrative staff of the two main

Colleges in Limerick and Drumcondra. There is recognition on management's part of the need for revised grading structures and attempts are being made at present to see if a common position with the union can be reached with a view to advancing it vis-à-vis the HEA.

It should be clarified that any revised grading is being considered in the context of present arrangements in the universities. In respect of benchmarking, if a person were to move into a new grade, he or she should also benefit from any additional remuneration attached to it by the benchmarking process.

3. Future of St Catherine's

The question of the future of St Catherine's College of Home Economics, Sion Hill, was seriously raised again during the year by the Department of Education and Science. However, it now seems that the position for 2001/02 will remain the same as the outgoing session in respect of student intake and staff complement. Nonetheless, the union is interacting with the College management and directly with the Department of Education and Science with a view to ascertaining what the medium to longer term position might be.

4. UCC German Department

A development of particular note during the year was the taking of UCC by IFUT to the High Court in connection with a selection and interview procedure concerning the filling of a statutory Lectureship. IFUT held that the inclusion of the Head of Department and Professor in this, given conflicts between said person and the College, on the one hand, and the member concerned, on the other, required that she be withdrawn from it as a matter of fair procedure and natural justice. Despite warnings from the union and then the union solicitor, the College refused and an injunction had to be successfully obtained in the High Court. As a result, the interviews could not go ahead and the situation is under review at present with the possibility of further High Court proceedings. This is a notable example of the determination of the union to use its resources to the maximum extent necessary to defend members as appropriate.

5. Ex-Carysfort Members

The issue of integration into host institutions' pension schemes was finally brought to a conclusion during the session.

As regards promotions, there was the union proposition reported on last year and then a compromise suggestion which was mooted by NUIM management. The latter was looked at with a view to its acceptability and application elsewhere. The Department of Education and Science then came forward with the limited proposition that any remaining prohibition on ex-Carysfort staff (as 'seconded' staff, currently or previously) from applying for promotion, should now be lifted. Recently, the Ex-Carysfort Staff Working Group of IFUT met and consideration is currently being given to the possibility of taking advantage of revisions in Promotion Schemes, which are occurring in Colleges, as the best means of dealing with the situation.

6. Pensions

The Report of the Commission on Public Service Pensions was received during the session and information from it was circulated to Branches. The Public Services Committee of ICTU is examining this at the moment and IFUT will be involved in that process.

7. College Lecturer Concerns

A report of the IFUT Working Party on this subject is being drafted at present and should be available in the new session.

8. Chief Technician I & Leave in TCD

In the matter of enhanced leave for Chief Technician I in Trinity College, agreement was not reached on the matter during the year and members were advised to consider whether they should continue to perform any duties above and beyond the call of contract.

9. Services to Members

In addition to existing health care, insurance facilities, and loan schemes, the union secured a second facility under the latter heading from Friends First and details are going out to members at present.

10. Other Matters

Other matters that were handled during the session included grievance and disciplinary procedures, management of academic departments, bullying and harassment documents, disturbance issues, performance management and development reviews, titling of some non-academic grades, conversion of temporary to permanent contracts, and facilitation between members.

11. Personal Cases

Eight cases were finalised during the year in the areas of regrading, termination of appointment, specific responsibilities, promotion, salary relativity, professional added years, car parking facilities, and loss and damage of books.

Twenty-four cases are still ongoing in the areas of salary scale, professional added years, attendance at meetings, leave entitlement, grading, pension, promotion, relations with Head of Department, harassment, specific responsibilities, added years, annual leave, HEO parity, job description, job evaluation, office space, remuneration for certain Chairs, scale placement, permanency, employment status, salary proportion for part-time work, maternity and holiday leave, and compensatory leave.

IV. GENERAL CONTACTS

1. ICTU Committees & Conferences

Listed below are the Congress committees on which IFUT has representatives and related events attended by IFUT members.

Women's Committee - Joan Byrne, HRB, and Gillian Wylie, TCD.

Women's Seminar - Joan Byrne, HRB, 24 and 25 February 2001.

Health & Safety Committee - Michael McKillen, TCD.

Public Services Committee - Daltún Ó Ceallaigh, General Secretary.

Solidarity [3rd World] Committee - Séamus Ó Síocháin, NUIM, and Iain Atack, TCD.

Retired Workers Committee, Seán Tobin, NUIG.

A circular of 4 August 2000 from ICTU concerning the European Trade Union Confederation (ETUC) campaign for the inclusion of fundamental rights in the European Union Treaty was considered by Council. In a letter of 5 December 2000 to ICTU, IFUT supported this campaign as follows:

"This is further to your letter of 4 August 2000 and to confirm that the Irish Federation of University Teachers on behalf of its retired membership fully supports the position of the European Federation of

Retired and Older People (FERPA) ^[7] which is seeking to have the following fundamental rights incorporated into the European Union Treaty:

- "The minimum pension must be set and updated regularly in line with gross domestic product (GDP).
- "Every worker must at the time of retirement have the right to a pension based on insurance and collective responsibility affording them a decent standard of living commensurate with that enjoyed

concrete responsibility, ensuring them a decent standard of living commensurate with that enjoyed before retirement.

- “There must be a right to a minimum guaranteed income for those with no other means of subsistence. It must be adequate to live a decent life in a manner compatible with human dignity. Its purpose is to eradicate poverty.
- “Everyone has a right to a high standard of health care.
- “Anyone in housing need has the right to be decently housed with support from the relevant public authorities.

“People must have guaranteed access to services of general interest and opportunities for lifelong learning.”

IFUT responded to a request from ICTU for nominations to the Employment Appeals Tribunal by renominating Anne Clune, TCD, and this was accepted.

2. Trades Councils Representatives

IFUT is entitled to representatives on the following Trades Councils: Cork, Dublin, Galway, Kildare, and Limerick.

Representatives are as follows:

Cork - none.

Dublin - none.

Galway - Liam Carroll, NUIG.

Kildare - Mícheál MacGréil, NUIM.

Limerick - Seosamh MacÉinrí, MICTL.

3. Inter-Union Committees

These exist formally in a number of colleges and institutions, but the regularity of meetings tends to vary. In other instances, there is a less formal set-up with occasional liaison taking place among unions as need be.

4. Teacher Union & Other Congresses

IFUT was represented at these in 2001 as follows: Anne Clune, TCD, at ASTI; Michael Finneran, MICTL, at INTO; and Hugh Gibbons, TCD, at TUI. The President, Pat Burke, St Patrick's College, Drumcondra, was nominated in respect of the Ulster Teachers' Union, but the conference had to be postponed owing to the foot and mouth crisis.

5. ETUCE & EIE Congresses

The EIE Regional Congress took place on 28 May 2001 and the ETUCE General Assembly from 28 to 30 May 2001 and were attended by the President, Pat Burke of St Patrick's College, Drumcondra, and Daltún Ó Ceallaigh, General Secretary. The main agendas included the following items: Report of 1999 Regional Conference; Publications in the New Millennium; Working Programme, Budget and Supplementary Membership Dues 2001; Amendment to the Bye-laws; Statutory Bodies; Activity Report; Action Programme; Constitution and Standing Orders; Financial Report; Executive Board Elections; and Motions.

6. EIE Equal Opportunities Committee

A meeting took place on 14 and 15 May 2001 and IFUT was represented at this by Philomena Donnelly of St Patrick's College, Drumcondra. The agenda was as follows: Report from EI Activities since last Meeting; Policy Development and Prague Roundtable; Recruitment & Retention: How to

ensure Equal Opportunities for All; EI & PSI ^[8] Strategies for Recruitment & Retention of Members; Members' Organisations in Europe: What Strategies are needed to ensure Equality?; Exchange of Experiences and Recommendations for Policy Development; and Report on the Preparation Process

to the UNGASS [\[9\]](#) on Children.

7. HERSC & Related

The Higher Education Research Standing Committee (HERSC) of the Education International Europe (EIE) met from 15 to 18 November 2000 with the President, Pat Burke of St Patrick's College, Drumcondra, and Daltún Ó Ceallaigh, General Secretary, in attendance, and a further meeting on 15 and 16 March 2001 was attended by Breandán Ó Cochláin, NUIG.

The agendas included the following: Follow-up of the Sorbonne and Bologna Declarations and Preparation of the Prague 2001 Conference; Continuity Work on the 'Employment and Working Conditions of Academic Staff in Europe'; Follow-up of the UNESCO/ILO Activities; ETUCE Issues (Advisory Panel, Methods of Work, E-Mail Network, Preparation of the 6th RDT [\[10\]](#) Framework Programme, quality issues); Presence of Higher Education Research Sector in EI Congress; and Action Programme for 2001-2003.

8. British & Irish Group of Teacher Unions

The President, Pat Burke of St Patrick's College, Drumcondra, and Daltún Ó Ceallaigh, General Secretary, attended a meeting of this Group (BIGTU) on 6 November 2000 and a further meeting on 12 March 2001 was attended by the President. The agendas included the following: Report of Meeting in Dublin; Education International Matters; EI World Congress; EI (Europe) - General, and Preparation for ETUCE General Assembly; BIGTU 'Island of Ireland' Meeting; Solidarity Issues - Report of EI Mission to Ethiopia; Action for World Teachers' Day 2001; Work of the Group in 2001 to 2003; GTC [\[11\]](#) Updates; Child Protection Reports; and National reports.

The BIGTU Island of Ireland meeting was attended by Anne Clune, TCD. The agenda for this meeting was as follows: Presentation from Andy Pollock, Director Centre for Cross Border Studies in Education; Reports from Sectors re. Developments on Cross Border Issues in Education - primary, post-primary, tertiary, and higher; Identification of Action Points and Arrangements for Progressing; and Relationship of Group to ICTU.

9. IFUT-CAUT/ACPPU Reciprocal Membership Agreement

During the session, the Canadian Association of University Teachers (Association Canadienne des Professeures et Professeurs d'Université) contacted IFUT with a view to concluding a reciprocal membership agreement similar to that which had been entered into last year with the Association of University Teachers (UK). This was duly processed and has been signed in Canada and is due for signing in Ireland shortly.

10. IFUT-AUT Co-operation

This continued through the year as usual with exchanges of documentation, both north-south and across the water.

The first meeting of the IFUT-NIAC (AUT) Liaison committee was held on 19 January 2001 with the following agenda: Status of Women in University Sector; Liaison with CRI (Conference of University Rectors of Ireland); Reciprocal Membership Agreement & NATFHE Request for Same; and North-South & 'East-West' Dimensions.

11. European Anti-Discrimination Directives

A seminar under the auspices of IBEC, ICTU, and EIRI [\[12\]](#) Associates, was organised on 8 February 2001 to examine the implications of the new Directive for existing Irish legislation and for human resource policies, practices and procedures. This event was chaired by Ivana Bacik, TCD, and IFUT was represented at it by Anne Clune, TCD.

V. ORGANISATION & COMMUNICATIONS

1. Membership

The total membership of IFUT is 1,563 compared to 1,520 in 2000. The breakdown of this is as follows (2000 figures in brackets): 1,323 (1,293) on higher rate of subscription, 56 (63) on lower, 12 (15) on leave of absence and 172 (149) retired. The Irish School of Ecumenics was absorbed into TCD during the year and so the members concerned transferred from the Central Branch to TCD. Details of Branches are given in Appendix A.

2. Executive and Trustees

The Council (see Appendix B) elected the following Vice Presidents for 2000/2001: Michael Mansfield, UCC; Paddy O'Flynn, UCD; Hugh Gibbons, TCD; Anne Clune, TCD; Breandán Ó Cochláin, NUIG; and Colum Ó Cléirigh, St Patrick's College, Drumcondra. Hugh Gibbons, was also elected by the Executive as Vice President-Finance. The Executive met six times during the session.

The Trustees elected at the last ADC to serve for 2000/2001 were as follows: Valentine Rice, TCD; John Lewis, DIAS; and Mícheál MacGréil, NUIM.

3. Council

Council met five times during the year. There were no co-options.

4. IFUT Equality Committee

This Committee met on 6 June 2001. The agenda was as follows: National Women's Council, Equality Issues, ICTU Women's Committee, and Future Work Plan.

5. Rules Amendments

It was decided to rescind the designation of the grades of Chief Technician II and Experimental Officer in TCD for membership recruitment as IFUT had no members in them and they were represented by MSF.

The names of some institutions in Appendix A were also changed, pursuant to the Universities Act as follows:

- University College Dublin - National University of Ireland, Dublin;
- National University of Ireland, Galway;
- University College Cork - National University of Ireland, Cork;
- National University of Ireland, Maynooth.

St Patrick's College, Maynooth, remains in respect of the Pontifical University.

6. Communications

Apart from non-IFUT items referred to above, communications to all members included the following: *IFUT 2000*, the book *Towards 2001: Teacher Education in Ireland over the Next Decade*, Maureen Killeavy (Ed), UCD, and the *Initial Submission to the Public Service Benchmarking Body of IFUT* already referred to.

Attention should be drawn again to the IFUT web site at www.ifut.ie. This is expanding all the time and is the most up to date way of keeping in touch with IFUT developments.

ADDENDUM

Other Documents Sent To Branches

New Teacher Induction and Retention, National Education Association [US], May 2000

People's College Syllabus 2000-2001.

Policy on the Employment of Staff on Fixed-Term/Temporary Contracts, UCD, 27/6/00.

Workplace Partnership & Joint Problem Solving [seminar]: - 17-19 October 2000, ICTU, 27/8/00.

NCEA Certificate in Business Studies & Trade Union Studies, 27/8/00.

UCD Certificate Course in Safety & Health at ICTU, 18/8/00.

Pathways to Lifelong Learning - Education & Training Programme 2000-2001, ICTU, Sept '00

Questionnaire re. Situation of Gay & Lesbian Teachers and Education Workers, Education International, 15/9/00

County Childcare Committees, ICTU, 29/9/00

Introduction to Workplace Communication Course 21, 28 November and 5 December 2000, ICTU, 20/10/00.

Quality Assurance Groups - Non-Commercial State Bodies, ICTU, 15/1/01

Policy on Dignity and Respect, UCD, 11/1/2001

Report of Academic Planning & Resource Committee Working Group on Academic Grade Structures, NUIG, January 1999

Workplace Stress in Ireland, ICTU, 6/4/01

Statute CCLX [Management of Academic Departments], NUIG, 22/10/99

Headships of Departments, Role and Responsibilities of Head of Department, TCD, Jan '01

Social Welfare Rates of Payment 2001, Department of Social, Community & Family Affairs

Rescheduling of Promoting Equality & Diversity in the Workplace - The Role of the Employment Equality Act, 1998 [seminar] - 3 to 5 October 2000, ICTU, 27/8/00.

Equality News, Autumn 2000, Equality Authority

National Conference on Immigration: Creating an Intercultural Workplace [seminar] - 23 September 2000, ICTU, 8/9/00.

Anti-Racist Workplace Week: 6-10 November 2000, ICTU, 27/9/00.

Upcomina Conaress Course: International Studv Circle on Miarant Workers November 2000 to March

2001, ICTU, 28/9/00.

Anti-Racism Conference, 1 June 2001, ICTU, 11/5/01

Introductory Course for Union Representatives 14-16 November 2000, ICTU, 20/10/00

Introductory Course for Union Representatives, 13-15 February 2001, ICTU, 12/1/01

Three-Day Course on Changing Role of the Workplace Representative 24 to 26 April 2001, ICTU, 26/1/01

Pension Lump Sum & 5.5% w.e.f. 1/10/00 - Agreed Report 6/2000, Conciliation Council for Teachers

Lump Sum under Review of PPF and Public Service Pensioners, ICTU, 31/1/01

Occupational Pension Schemes [Disclosure of Information] [Amendment] Regulations, 2000 (S.I. No. 296 of 2000), Pensions Board, 26/10/00.

Retired Worker's Committee & Workshops re. Changeover to Euro, ICTU, 26/01/01

S.I. No. 146 of 2000 - Industrial Relations Act, 1990 (Code of Practice on Grievance and Disciplinary Procedures) (Declaration) Order, 2000, Government

Consultation Draft - Grievance Procedure, UCC

Consultation Draft - Disciplinary Procedure, UCC

Disciplinary Procedure, UCC, 2001

Grievance Procedure, UCC, 2001

RESOLUTIONS ON POLICY OF 2001 ADC

(1) Early Voluntary Retirement

Eilíonn an Cruinniú Bliantúil Teachtaí seo go gceadófaí scor luath deonach ar lán phinsean dóibh siúd a bhí seirbhís 30 bliain tugtha acu agus a bhí 55 bliain slánaithe acu.

This Annual Delegate Conference demands that early voluntary retirement on full pension be allowed to those who have given 30 years' service and who have reached the age of 55.

(2) Part-Time Teaching in Third-Level

This Annual Delegate Conference requests IFUT to ascertain the number of people teaching part-time in third-level institutions with a view to examining their terms and conditions of work.

(3) Option on Retirement

That IFUT ensures that university teachers have the option to retire on full pension after 35 years public service.

(4) Bologna & Prague Declarations

That, in the context of the Bologna and Prague deliberations on higher education and the exclusions from those deliberations in Ireland of the Education International (EI), even in an observer role, IFUT wishes to support the misgivings voiced by EI in relation to adequacy of consultation, and reserves the right for that reason to withhold its co-operation from any attempted actualization by Government of

those declarations in Ireland.

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[1]

Council draft circulated to delegates.

[2]

Education International Europe

[3]

German Union of Education and Science

[4]

Programme for Competitiveness & Work/Partnership 2000

[5]

Executive Officer/Higher Executive Officer and Assistant Principal Officer/Principal Officer.

[6]

Chief Technician I and Senior Experimental Officer.

[7]

French initials.

[8]

Public Services International

[9]

United Nations General Assembly Special Session

[10]

Research, Development, Technology.

[11]

General Teaching Council

[12]

European Industrial Relations Institute