

# *ifut 2002*

## ANNUAL REPORT 2001/02 & ADC RESOLUTIONS

### Annual Report 2001/02

(As amended at ADC.)

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## I. EDUCATION & RESEARCH

### 1. University Legislation & Statutes

The new Statute I for UCD has been brought near to finalisation during the session. In TCD, elections took place to the Board and, among the successful candidates, was IFUT Vice-President Hugh Gibbons. The situation in regard to a new Statute I remains outstanding in NUIG, although work is continuing in respect of it.

### 2. University Ombudsman

An Ombudsman arrangement has been operating successfully in UCC during the session. The persons working on this matter more generally for IFUT are Paddy O'Flynn of UCD and Colum Ó Cléirigh of SPCD. Pursuant to a Council decision, they produced a draft letter for Branches to try to advance the issue. This was approved by Council and despatched by the General Secretary on 17 December 2001 and was as follows.

“You will be aware that IFUT Council has been considering the desirability of having some form of Visitor or Ombudsman for the Irish university system. I enclose a copy of the document, which was agreed by Council on 10 March 2001.

“The situation in the universities has been changing since this matter was first raised. In particular, under the provisions of the 1997 Universities Act, the individual university institutions have prepared, or are in the process of preparing, new Statutes to govern their internal affairs. These Statutes appear to provide satisfactory mechanisms for dealing with internal disputes, either between members of the university or between staff members and the university. For this reason, the Executive believes that there is no longer a need for a Visitor/Ombudsman to deal with such internal disputes.

“There remains, however, the type of dispute where a member of staff, or other member of the university, alleges that the university, or one of its authorities, is acting *ultra vires*. Such an allegation can only be tested in the High Court. Given the inordinate expense of an action before the courts, access to the courts is often unavailable to the ordinary staff member and is very costly, even for the Federation.

“It is a matter for decision now whether we should petition the Minister to appoint a Visitor/Ombudsman who would have the powers of a High Court judge and whose decisions would be legally binding on the parties to a dispute. The jurisdiction of such a person would be only to deal with

matters appropriate to the courts and not to be a first resort for all disputes. The Executive believes that the appropriate manner in which to institute such an office would be to have an amendment to the 1997 Act and to have one person appointed to deal with all the universities, with the exception of Trinity College. The latter institution already has the office of a permanent Visitor which satisfies the requirements of our members there.

“At this point, the Executive seeks the views of your Branch on the question. Specifically, it asks whether your Branch would be in favour of having a serious lobbying campaign on this issue in our dealings with the Minister over the coming months.”

There were no responses to this. So, the Executive asked Paddy O’Flynn, in consultation with Colum Ó Cléirigh, to review the file with the purpose of drafting a statement, in the light of all the debate that had taken place, for forwarding to the university authorities. It is hoped that this can be brought to fruition shortly.

### **3. CHIU/CRI & Union Research Agenda**

A letter of 19 July 2001 was received from the Irish Congress of Trade Unions describing an initiative coming from the Conference of Heads of Irish Universities (CHIU) and the Conference of Rectors of Ireland (CRI). It was as follows.

“Towards the end of the year 2000 Congress accepted an invitation from the CHIU/CRI (Conference of Heads of Irish Universities and Conference of Rectors of Ireland) to explore the possibilities of developing a formal liaison with the university sector, with a view to

“(i) promoting the trade union agenda among the research activities of that sector

“(ii) developing partnerships with the sector to secure funding for research (EU, Exchequer and other) on appropriate issues.

“This is a medium term objective and a small union/university Working Group was established to develop the possibilities for joint co-operation over recent months.

“Arising from this work, the following practical steps towards moving this project forward have been agreed:

- “To develop a Register of university research personnel and union research and information personnel, together with a brief indication of their recent research/information work/interests (i.e. over the past 3-5 years)
- “To outline a Scoping Paper on research areas of mutual interest/benefit
- “To identify possible sources of funding.

“At this stage we are seeking the input of all unions to this process in terms of: (a) information on such union personnel and (b) your views on key areas of research.

“In this context we are asking each union to respond to the brief questionnaire and to forward your view on the initial draft of the scoping paper.”

The letter was considered by Executive and Council and sent to Branches for their attention.

### **4. Skilbeck Report**

This document produced under the auspices of the HEA and CHIU, entitled *The University Challenged - Review of International Trends and Issues with particular reference to Ireland* and authored by Malcolm Skilbeck, was published towards the end of 2001. The full report was circulated to the Executive and the ‘Executive Summary’ to Council and Branches. The President gave a detailed report of his examination of the document to the Council meeting of 25 May 2002. It was decided that he would deal further with it in his Presidential Address to the ADC and that Council members, and indeed any other members interested, should supply any written comments that they wished to make to the President. The Presidential Address, being a published document, would then serve as an indication of the IFUT position in relation to this item. The news release launching this report was published in the Spring 2002 edition of *IFUT News*.

### **5. Academic Freedom**

Just before the outgoing session commenced, an international body called Network for Education and Academic Rights (NEAR) came into existence and IFUT was invited to join it. A decision was taken on

21 November 2001 in the affirmative by the Executive, the issue having been delegated to it by Council.

## **6. Declarations on H E**

Last year, we reported on the Sorbonne and Bologna Declarations and reactions to same as well as the participation of IFUT members in conferences concerning the latter. Mention was also made of the meeting of Higher Education Ministers in Prague on 19 May 2001 for the purpose, among other things, of drawing up a further Declaration. In fact, all three Declarations were published in the Spring 2002 edition of *IFUT News*.

There is also another meeting of Higher Education Ministers scheduled for 2003 in Berlin to carry this work forward.

The submission of the Institution of Engineers of Ireland on the Bologna Declaration was received during the year and distributed to the Executive. Another document authored by Professor John Scattergood of TCD of 28 June 2001 entitled *Towards a European Higher Area: The 'Bologna Declaration' and Some of its Implications* was also thus distributed.

The subject-matter of these Declarations and the build-up to the Berlin meeting have been on the agenda of the Higher Education and Research Standing Committee (HERSC) of the European Trade Union Committee for Education.

## **7. UNESCO Recommendation on H E Personnel**

A UNESCO document of 9 August 2001 entitled *Report of the Director-General on the Initial Special Reports by Member States on the Implementation of the Recommendation concerning the Status of Higher-Education Teaching Personnel* was received by the union. This expressed concern "that only two member States have [submitted] initial special reports concerning the 1997 Recommendation ...". They were Canada and New Zealand. The matter is being pursued with the Department of Education and Science.

## **8. AISHE**

The All-Ireland Society for Higher Education held a Symposium on 11 January 2002 which was attended by the President. The agenda was as follows: The UK Experience, Whither Irish Higher Education?, Plenary, From the Devil's Advocate, Groups, Plenary, AISHE AGM.

## **9. GATS & Globalisation**

This refers to the General Agreement on Trade in Services, as part of the activity of the World Trade Organisation (WTO) and the concern being expressed in education unions throughout the world about possible implications for education at all levels. Information continued to be received about this throughout the year, particularly from the Education International (EI), and more generally about globalisation and its possible impact on education.

At the Council meeting of 8 December 2001, the President made a presentation on these issues. Several points were raised about international certification, intellectual copyright, assessment procedures, State control of degree-awarding provisions, and the fact that the consideration of liberalising the provision of educational services internationally might not be regarded as necessarily a bad thing, depending on how it was done, and taking account of the university attitude towards the international flow of knowledge.

It was then decided to try to establish a Working Group on this. A circular was sent to Branches accordingly, but there was no response to this.

A letter of 17 December 2001 from USI, suggested setting up a Multi-lateral Task Force involving IFUT, TUI and USI. This was agreed to by the Executive at its meeting on 20 December 2001

and the other unions advised accordingly. However, there have been no further developments in the matter.

On 8 and 9 February 2002, the ICTU organised a *Seminar on Globalisation* and the President attended this. The agenda was as follows: Opening Address by ICTU General Secretary; Keynote Address by General Secretary of Trade Union Advisory Council to the OECD (TUAC); Response to Keynote Address by Fintan O'Toole of *The Irish Times*; Globalisation and Social Movements; Trade Union Responses in Africa; Workshops on OECD Guidelines on Multinationals; Child Bonded Labour;

Trade and Labour Standards; Kick Child Labour out of the World Cup; Trade Unions and the Globalisation Movement; Feedback from Workshops; Panel discussion on Irish unions linking with global unions in framing a trade union response; and Evaluation.

The HEA published its *Report of the International Seminar on Transnational Education, 2-3 March 2001*.

The following were distributed to Branches:- *General Agreement on Trade in Services - Impact on UK Higher Education*, AUT; *The General Agreement on Trade in Services: An Impact Assessment for Higher Education in the UK - Executive Summary* - Higher Education Research Council; *Joint Declaration on Higher Education and the General Agreement on Trade in Services*, ACE/CHEA.

## **10. RTÉ & Educational Channel**

During the session, IFUT considered and responded to RTÉ's letter concerning this matter, suggesting that a meeting between parties on both sides might help to advance it. However, nothing further has been heard from RTÉ in this connection.

## **11. National Council for Curriculum and Assessment**

A letter of 22 November 2001 from a consultant appointed by the NCCA enclosed a draft document entitled *Review of Composition and Structure of the NCCA* for IFUT's reaction. This was referred to the union's main representative on the Council, Eugene Wall of MICL. He subsequently advised that the review was satisfactory and safeguarded IFUT's interests.

A letter of 12 April 2002 from the Council sought an IFUT nominee to its committee on Interculturalism and the Curriculum. James Norman, of Education and Pastoral Care in the Mater Dei Institute of Education, Dublin, was appointed by IFUT. On a related matter, the following was distributed to Branches: *Anti-Racist Workplace Week 2001*, ICTU, EA, IBEC, CIF, September 2001.

IFUT representatives on the Council and Committees otherwise of the National Council for Curriculum and Assessment are 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.

## **12. Primary Pre-service Teacher Education**

On 13 May 2002, a copy of a document entitled *Preparing Teachers for the 21st Century - Report of the Working Group on Primary Pre-Service Teacher Education*, published by the Department of Education and Science, was received. The Executive decided that the President should advise on this and, subsequently, it was also decided by Council that the item would be placed on the agenda of the next APSCEH Committee Meeting.

## **13. National Qualifications Authority**

This was established in February 2001 pursuant to the Qualifications (Education and Training) Act, 1999. On 18 June 2001, the Authority wrote to IFUT requesting contact with the union to discuss its work. Colum Ó Cléirigh of SPCD consequently attended a meeting on 13 July 2001 on IFUT's behalf, which was to consider a document entitled *Development of National Framework of Qualifications and Related Issues*. Colum Ó Cléirigh supplied a written report on this for the Executive meeting on 21 November 2001. Maureen Killeavy of UCD was subsequently asked by the Executive to liaise with him in monitoring the work of the Authority.

The other documents that have been received from the NQA during the year under the rubric of *Towards a National Framework of Qualifications* are as follows: *A Discussion Document*; *A Discussion Forum*; *Establishment of Policies and Criteria*; *Inclusion of Professional and International Awards - A Discussion Paper*.

IFUT sent a copy of the summary of the main Discussion Document to Branches along with a letter on 26 March 2002 inviting them to make nominations to a Working Group under the Convenorship of

Colum Ó Cléirigh. No nominations have been received so far.

#### **14. IFUT Conference on 'The University Teacher'**

It was decided during the year that the above event would be organised. At the Council meeting on 26 January 2002, the President circulated his proposal for this. It was as follows: Outline Agenda: The University Teacher in 2002; Teaching and Research; Contexts and Pressures. The event is now scheduled to take place on 18 and 19 October 2002 in SPCD. Speakers are gradually being firmed up for same.

#### **15. Other Items**

A letter of 10 May 2002 from the Department of Education and Science sought any advice IFUT had to give in connection with the establishment of an Advisory Committee on the Education of the Deaf and Hard of Hearing. This was sent to the Executive and Vice-President Maureen Killeavy is advising on same.

The following documents were received or obtained during the year: *College Entry in Focus: A Fourth National Survey of Access to Higher Education*, Patrick Clancy, HEA; *The Financial Governance of Irish Universities - Balancing Autonomy and Accountability*, HEA-CHIU; *Education at a Glance - Indicators 2001*, OECD; *Labour Party Education Policy - Investing in a Future for All*; *The Challenge of Universal Primary Education*, Dept for International Development [UK].

## **II. REMUNERATION**

### **1. Programme for Prosperity & Fairness**

Apart from the update in the Spring 2002 edition of *ifut news* here, it should be recorded that, throughout the year, although somewhat belatedly, local Partnership Committees worked on Performance Indicators, which are required to secure the Final Phase III of the PPF, i.e. 4% w.e.f. 1 October 2002. Agreements were eventually arrived at locally in this respect.

The Quality Assurance Group (QAG) for the Education Sector examined responses from the institutions concerned by way of reporting on the Performance Indicators and progress in connection with same. The General Secretary of IFUT, Daltún Ó Ceallaigh, is on the QAG. It is expected that this process will be completed by the end of June. However, all IFUT institutions have already been cleared for payment.

The document emanating from the QAG entitled *Guidelines for the Submission of Performance Indicators and Progress Report for Education Institutions for the Quality Assurance Group*, which had been sent to the employers, was circulated to the Executive and Council of IFUT in May 2002 and also to Branches concerned.

Negotiations for a possible PPF 'mark ii' will probably commence in the Autumn if the employers are agreeable to them, although they have, in the private sector at least, been casting some doubts in that regard. Even so, as in the past, in such a circumstance, there could still be a 'public sector PPF'. The current PPF ends on 30/6/03. Such negotiations might also deal, to an extent, with implementation of the Benchmarking Body report.

### **2. Benchmarking**

The filling in of questionnaires by a sample of academics and others on List 'A' for the purpose of benchmarking, and follow-through selective interviews took place during the middle and early Autumn of 2001. An IFUT circular was issued to help with this process. Before the sampling began, IFUT had succeeded in ensuring that SPCD and MICL academics were included on List 'A' and, likewise, Chief Technician I and Senior Experimental Officer in TCD.

In the first instance, although List 'B' classification would probably have had no material effect on salaries, it was felt that there was a status issue which could link into the APSCEH grading claim that was otherwise being advanced and is reported on below.

In the case of the higher technical grades mentioned, the classification was more important in that the Benchmarking Body was being asked to conclude that a higher administrative rather than technician categorisation would be more appropriate for them.

Apart from references under this heading in the Spring 2002 edition of *ifut news*, it should be

noted here that the Oral Hearing for academics was attended by the President, Mike Mansfield of UCC, Breandán Ó Cochláin of NUIG, Joe Brady of UCD and Paddy O'Flynn of UCD, with the General Secretary acting as the main advocate. The report of the body is due out on 30 June 2002. The Government has already committed itself to paying 25% of any award w.e.f. 1 December 2001. When the report is published, the social partners have to discuss it and see if agreement can be reached on its contents.

Meetings have been going on until recently, involving the HEA, universities, Department of Education and Science, Department of Finance and the unions about how the benchmarking of academics is to be followed through in the non-academic sphere (library, administrative and computers). There is a difference of opinion on whether the alignment should be internal to the institutions or external vis-à-vis the civil service. The circular reproduced below to the members affected explains the position.

“As you are no doubt aware, the main academic grades in the principal university and related institutions in the State are among those in the public sector on a List ‘A’ for purposes of the benchmarking exercise. This means that samples of them have been looked at directly by the Benchmarking Body and that recommendations will be made at the end of June as to what the suitable remuneration should be for the grades concerned.

“The other grades are on List ‘B’, which means that they will automatically get the benefits, according to their salary levels, accruing to appropriate List ‘A’ grades.

“Previously, special salary increases in the universities and related institutions have been determined by increases in salaries of certain civil service grades. The overall position is apparent from the Salaries section of the last edition of *IFUT News*, which you should have received a short time ago.

“In the case of non-academic grades, the special increases up to now could be expressed either in terms of an external civil service relativity or an internal parity or alignment. An example of internal parity would be Assistant Librarian II in UCD, which enjoys the first nine points of the Assistant Lecturer scale. An example of an internal alignment would be the extent to which the NUIG Assistant Librarian I scale, while *not* enjoying points of the Junior Lecturer scale, generally falls within its monetary range.

“Up until recently, the position being adopted by the HEA was in effect that non-academic salaries for List ‘B’ grades in the universities and related institutions should in future be determined simply in terms of *academic parity or alignment*. For example, if Assistant Lecturers got, say a 6% increase, Assistant Librarians would get the same. And so on with administrative and other grades.

“However, SIPTU has opened up the issue of whether or not the future situation for List ‘B’ grades should instead be seen in terms simply of *external civil service relativity*. For example, if the EO-HEO grades in the civil service get a percentage increase, which previously went to Assistant Lecturers and also to Assistant Librarians, should the position in future be that that percentage increase would go to Assistant Librarians whether or not Assistant Lecturers get the same? Although, there is a question as to how far that approach is consistent with the terms of the benchmarking arrangements, which were to move away from cross-sectoral relativity. In other words, is the ‘sector’ the universities and related institutions or is it all of the public sector?

“The issue could obviously become germane if the Benchmarking Body makes different awards to civil service grades and academic grades. But it is a matter of speculation as to which sets of grades will do better, if they differ at all remuneratively, in the light of the Benchmarking Body’s report. Moreover, there is the question of how the two sets of grades will move remuneratively in years to come.

“If you wish to express a view on this subject, please, if possible, let us have it by Wednesday morning 15 May 2002 by ticking one of the boxes below and returning the item to us. We regret giving you such short notice in this regard, but these constraints have been imposed upon us exogenously. However, if you cannot respond by 15 May, please do so anyway as the matter will probably still be ongoing subsequently.

“At the same time, we must stress that this will not necessarily amount to a vote which will decide the matter, but rather to a supply of information for interaction with the HEA.

“We shall be returning to you in the matter subsequent to 15 May 2002.”

The matter remains to be resolved as we go to print.

### **3. Buckley Relativities**

The Buckley award to Assistant Secretaries in the civil service was passed on to the appropriate professorial grades during the session as demanded by IFUT and threatened action at the LRC was avoided. There were three retrospective payments in relation to 25 September 2000, 1 March 2001, and 1 July 2001. The Final Phase IV of Buckley was paid w.e.f. 1 April 2002. Details are given in the Spring 2002 edition of *IFUT News*. The increases, when completed, ranged from 14.8% to 15.3%.

There was also a Buckley award directly to dental consultant grades of 5% on each of 25/9/00 and 1/3/01.

### **4. Vets in UCD**

During the year, further work was done on research time, clinical allowances, time per annum spent on 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. Progress was thus made in a number of instances.

### **5. Salaries & RIA**

The Royal Irish Academy has finally agreed to bring in a consultant to examine the staffing and grading in the institution and it is hoped that, along with the participation of the union, the anomalies already identified can be sorted out. The exercise is due to get seriously underway after the Summer recess.

### **6. Assistant Librarians in UCC**

During the year, attention was given to the grading and promotional situation for Assistant Librarians in UCC. An intensive session was held involving a representative of the Irish Productivity Centre and the Assistant Librarians concerned, with the General Secretary also participating. This is being followed through at the moment.

### **7. Exam Payments**

These are now handled by individual institutions where they obtain. Apart from a difficulty in getting information, the attempt during the session to bring clarity to the current and retrospective position revealed apparent inconsistencies across the spectrum. There were also variations from basic norms in MICL and NUIG. In the first instance, a change from the former type of end-year exams had been pleaded by management as the reason for this and the advice of the Branch is being sought. In the second instance, there had been an agreement about forgoing some increases in connection with lengthening the Junior Lecturer scale. But that left a question as to how payments were to be adjusted beyond that and, again, local advice has been requested. The overall aim is to produce a table outlining developments in exam payments in each institution concerned for checking with the relevant Branches.

## **III. CONDITIONS OF EMPLOYMENT**

### **1. Freedom of Information Act**

The report under this heading in the Spring 2002 edition of *ifut news* should be noted.

### **2. Proposed Changes re. Academic Grades in NUIG**

Some documents were received from the Branch during the session concerning local discussions in the above matter. As soon as any conclusions are reached, other Branches will be advised accordingly. However, if there is an interest in the interim situation, information can be despatched if need be.

### **3. APSCEH Grading Claim**

Work has continued during the year, both within the union and interactively with the College Managements. towards developing a position on the grading structures which should obtain in MICL



and SPCD, which CICE could then benefit from as well. The Managements are supporting the principle of reform, but have not endorsed the union position fully, which is contained in what is called Option 'D'. The latter has been submitted as a claim and has now been sent to the Labour Relations Commission.

Basically the union is seeking the introduction of the Professor and Associate Professor grades in the Colleges, the gradual introduction of a single Senior Lecturer grade, and (as is happening elsewhere in the university spectrum) the amalgamation of the Assistant Lecturer and Lecturer grades. There is also the question of quotas and access to grades as well as merit bars.

#### **4. Future of St Catherine's**

A Union-Management Working Party on this subject was established during the session. The Department of Education and Science has appointed a consultant and the position is as officially set out below.

"1. St Catherine's College is a private institution owned by the Dominican Order. It is one of two colleges recognised by the Department of Education and Science for providing a Home Economics Teacher Training Course - St Angela's College, Lough Gill, Sligo which is owned by the Ursuline Order is the other. The course is of 4 years' duration and leads to the award of a B Ed Degree in Home Economics. Each of the two Colleges has 100 full-time students on the B Ed course. St Catherine's has a total staff of c 35.

"2 The Department of Education and Science provides an annual grant to St Catherine's to cover approved B Ed training course expenditure not met by the College's own income.

"3. The future of the Home Economics Colleges and the question of closing one or both, having regard to the demand for home economics teachers, has been an issue since the 1980s. It had been planned to consider the question of their future in the context of the outcome of the review of the Steering Committee on the Future Development of Higher Education. The then President of St Angela's, Sr Marianne O'Connor, was a member of that Committee representing the specialist Colleges.

"4. When the Committee issued its report in June 1995, it had not completed its examination of specialist teacher requirements i.e. Home Economics, Art, Music etc. which had been part of its remit. It recommended, however, that the necessary review and analysis should be pursued further jointly between the Department and the Higher Education Authority.

"5. In May 1996, the then Minister requested the HEA to reconvene the Advisory Group on the Supply of and Demand for Second-Level Teachers with revised terms of reference focusing, inter alia, on the determination of specialist teacher needs outside the H Dip programme. The terms of reference also sought recommendations on required intake by subject type.

"6. The review was concluded in June 1988 and recommended that the intake to St Catherine's and St Angela's Colleges of Education remain at the then combined level of 53 students per annum.

"7. As Trustees, the Dominican Congregation considers itself responsible for:

- "Ensuring that the College, in its ethos, is consistent with the founding intention.
- "All legal and financial liabilities associated with ownership.

"The Congregation considers that responsible Trusteeship requires involvement of Dominican Sisters in the administration of the College and sufficient financial resources to continue the large scale private funding of the College. In the context of a fundamental appraisal by the Dominican Congregation of their future role as Trustees of educational institutions, the Dominican Trustees of St Catherine's College have decided that due to lack of Dominican personnel and lack of available funding they are no longer in a position to fulfil the role of Trustees of the College.

"8. Having reached this decision, the Trustees have begun discussions with the Department of Education and Science (Higher Education College Section) and Trinity College with a view to transferring the Trustee role and responsibilities.

"9. Arising from the discussions with the Department it has been agreed that Mr Jack O'Brien, former Assistant Secretary General of the Department of Education and Science, will be appointed to advise on the future of St Catherine's College with the following Terms of Reference:

"(a) To examine the options for the future of St Catherine's College, in the light of the decision by the Trustees (Dominican Sisters) to withdraw from involvement in the College.

"(b) To examine the implications for staff, inherent in the various options.

"(c) To examine and assess the capital and recurrent cost implications of the various

options.

“(d) To prepare a report and recommendations for consideration by the Minister for Education and Science in relation to the most appropriate way forward which will ensure the continuation and development of quality home economics teacher education. In arriving at his conclusions in this regard the consultant will have regard to the assessment under (c) above and his consultations with relevant persons and bodies.

“10. In the preparation of his report and recommendations the consultant should liaise and consult with relevant persons and bodies.

“11. It is expected that the consultant will have completed his report and recommendations by end of June 2002.”

A meeting of the union with the consultant took place on 2 May 2002. Otherwise, there have been two general meetings of members with the General Secretary and constant interaction between the Branch and Head Office.

## **5. UCD Promotions**

Proposals have been put forward by the UCD authorities which would make access to the Senior Lecturer grade no longer dependent upon a quota system. However, there has been concern in the Branch about the criteria which are being set for access and as to how realistic they are. Discussions are continuing on this matter.

## **6. Ex-Carysfort Members**

The advancement of promotion concerns is being looked at in the context of what advantage can be derived from the developments just reported on in UCD and, by extension, elsewhere.

In respect of pensions, attempts to resolve the issue of a contribution to the Schemes after integration of ex-Carysfort members into those of the host institutions did not lead to a resolution locally. Legal advice has been taken, therefore, and Counsel's Opinion, in particular, is awaited.

## **7. Pensions**

The Public Services Committee of Congress has been dealing with the Report of the Commission on Public Service Pensions during the year and has produced analyses and recommendations concerning it. There have also been special meetings to discuss the issues concerned. These analyses were circulated to Council for its meeting on 26 January 2002. They are somewhat detailed, but any member requiring a copy of them should contact Head Office accordingly. They were sent to Branch Secretaries and Central Branch Convenors on 21 February 2002 and are thus available locally as well. The two resolutions passed on pensions matters at the last ADC are being borne in mind in this connection. A news item on this subject was contained in the Spring 2002 edition of *IFUT News*.

## **8. Anonymous Exam Marking**

This issue arose during the year and was of concern to some members. However, there were differing views on the matter and the issue was left to be dealt with locally, with whatever assistance from Head Office is required.

## **9. Part-time Employees**

Pursuant to the resolution on this subject from the 2001 ADC, information has been gathered from institutions throughout the year. However, it has been a painstaking process and has only been completed at the end of May 2002. The intention had been to give the data to the IFUT Working Group on Temporary Staff, owing to the perceived connections with that area. However, as reported elsewhere, that Group did not get off the ground. But, apart from that, it was not clear from the membership data base how many part-time staff were in the union. As it is intended to try to fill in gaps in the data base during the coming session, it was felt that the issue of part-time staff should be revisited when that was done.

## **10. Personal Cases**

Thirty-six cases were finalised during the year in the areas of regrading harassment leave

Thirty six cases were finished during the year in the areas of regrading, harassment, leave entitlement, promotions, relations with Head of Department, added years, job description, evaluation of work, office space, maternity and holiday leave, scale placement, attending at meetings, non-appointment to permanent post, responsibilities, permanency and salary proportion, library conditions, expenses, early retirement, AVMS work, award of tenure, course directorship, contracts, sabbatical leave, pensions, examinations, chairmanship of department, mislaying of scripts, post of director, and new position in another institution.

Twenty-two cases are still ongoing in the areas of salaries, professional added years, staff development policy, pensions, social welfare, HEO parity, Principal Lectureship, remuneration for Jean Monnet Chairs, employment status, authority, expenses claims and night arts payment, discrimination, harassment, and leave of absence.

### **11. Services to Members**

IFUT was able to arrange for the offer of a Travel Insurance Scheme to its members during the session in addition to those other schemes available under other headings. Details of all these are included in the Spring 2002 edition of *IFUT News* and are also on the web site.

### **12. Other Items**

The following were received during the year: *Identifying Members' Childcare Needs*, ICTU Survey, 2002; *Report of the [PPF] Working Group on the Review of the Parental Leave Act 1998*, Dept of Justice.

## **IV. GENERAL CONTACTS**

### **1. Irish Congress of Trade Unions**

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

*Women's Committee* - Joan Byrne, HRB, and Marie Clarke, UCD.

*Women's Seminar* - Marie Clarke, UCD, 22 and 23 February 2002.

*Health & Safety Committee* - Michael McKillen, TCD.

*Public Services Committee* - Daltún Ó Ceallaigh, General Secretary.

*Solidarity [3rd World] Committee* - Iain Atack, TCD.

*Retired Workers Committee*, Seán Tobin, NUIG.

Marie Clarke of the Education Department in UCD was nominated by IFUT to the ICTU Trade Union Task Force on Minority and Ethnic Groups following a request for a nomination.

IFUT was represented at the ICTU Biennial Delegate Conference from 3 to 6 July 2001 by the President, Patrick Burke, and the General Secretary, Daltún Ó Ceallaigh.

The following statement was issued on 14 January 2002 by the Teacher Union Affiliates of Congress and ASTI concerning harassment of school children in Belfast.

"We wish on behalf of all teachers to express our outrage at the threat to and intimidation of our colleague teachers in Northern Ireland by paramilitary groups.

"We demand that the intimidation of children, their teachers and other school staff members, cease immediately, that the threat to the lives and property of teachers be removed and that the right of every child to a quality education be fully respected.

"Cowardly attempts to deny a quality education to any of our children are an offence against all accepted norms of civilised society and are a breach of Human Rights. Those who target teachers and other workers in schools and colleges as well as others who provide valuable public service show their own moral and political bankruptcy. No political cause is served by a reversion to a savagery that negates politics.

"We call on the Human Rights Commission to declare that these threats contravene the Human Rights of the children to an education and of the teachers and other public service staff to work in an atmosphere free from threat."

It was sent to Council for its meeting on 23 March 2002.

At the Council meeting on 25 May 2002, a letter of 11 April 2002 from the ICTU enclosing the printed version of its *Submission to the National Forum on Europe* was noted. Copies of this report

had been distributed to the Executive in February.

## **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, MICL.

## **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 2002 as follows: Colum Ó Cléirigh, SPCD, at TUI; Paddy O'Flynn, UCD, at USI; and Marie Clarke, UCD, at Ulster Teachers' Union.

## **5. EI World Conference on Higher Education**

The President and General Secretary attended this from 13 to 16 March 2002 for which the agenda was as follows: Research Trends of Trade Union Work in Higher Education and Research; ILO Report - Working Conditions and Tenure; UNESCO Presentation on Country Reports Related to Article 75; World Bank Presentation re. Constructing Knowledge Societies: New Challenges for Tertiary Education - A World Bank Strategy; Workshops re. Presentations by ILO, UNESCO and World Bank in order to Develop Criteria to analyse Policies and arrive at Recommendations; Impacts of Commercialisation on Post-Secondary Education; Implications of GATS for Education and Post-Secondary Education; Higher Education in Times of Crisis; Changing Role of the Professoriate in Post-Secondary Education - What should we do?; and the Way Forward.

## **6. EIE Equal Opportunities Committee**

A meeting took place on 3 and 4 June 2002 and IFUT was represented at this by Maureen Killeavy, UCD. The agenda was as follows: Report from EI Since Last Meeting; EU Matters; Gender Mainstreaming and Equity Audits; Issues and Themes for EI Activities in Central and Eastern Europe; Programme for International Student Assessment; and Guidelines on Awareness Raising on Gay and Lesbian Issues.

## **7. HERSC & Related**

The agenda for the Higher Education and Research Standing Committee (HERSC) of the European Trade Union Committee for Education on 25 to 27 November 2001 was as follows: Follow-up of 'Prague 2001 to Berlin 2003'; Follow-up of EI Congress and the Higher Education Caucus - A European Perspective on a Globalised Higher Education System; Implementation of EIE Action Programme; ETUCE Matters; Research Matters; and Follow-up of UNESCO/ILO Activities.

The General Secretary had gone to this, but had to return prematurely owing to the death of a relative. The President and General Secretary attended another HERSC meeting on 11 June 2002 for which the agenda was as set out below.

"Follow-up of EI World 2002 HE Conference and EI April 2002 Executive Board - Resolutions for the Board and Decisions, *Code of Research Ethics* by Jens Vraa-Jensen (DM, Denmark) and Daltún Ó Ceallaigh (IFUT, Ireland) and *Guidelines on Transnational Higher Education* by Paul Bennett (NATFHE, UK).

"Preparation for Berlin 2003 - Update on the Ministerial Conference, Updates on National Developments, Preparation of the CEW/EIE/ETUCE for Berlin Conference."

**“Steps**

1. National dialogue in the autumn 2002.
2. Establishment of a small planning group.
3. Reinforce the dialogue with ESIB and EUA.
4. Presenting national reports.

**“Themes**

1. Democratic deficit end trade union commitment in this process.
2. Diplomas/Relations with the professional sectors.
3. Quality evaluation.
4. Mobility.

“Academic freedom, Articulation with globalisation and GATS process, Teacher Education, Research matters, ETUCE matters.”

On 6 March 2002, IFUT wrote to the Minister for Education and Science as suggested by ETUCE as follows.

“As an affiliate of the European Trade Union Committee for Education (ETUCE), we welcome the important developments in the area of education and training which have taken place, particularly since the Lisbon European Council.

“Education and training play an important role in the personal development of citizens and simultaneously promote personal, social and professional competencies. The ETUCE supports the view that education systems should promote solidarity and democratic values, and prepare people for active participation in society.

“The Open Method of Co-ordination provides an opportunity for input at both the national and European levels. This is necessary to ensure that the voice of affected professionals will be heard through consultation and participation at European level and national level.

“In many countries, contacts between the ETUCE member organisations and education Ministers have started to improve at national level. This is, however, not yet the case at the European level. It seems more and more essential that the voice of the ETUCE, representing 2.2 million teachers and 81 affiliated teacher organisations in the member states, should be heard.

“Consequently, we would ask you to propose to the Education Council that the ETUCE should be regularly consulted on the occasion of the meetings of the Council, and associated with discussions and the work of experts well in advance before important decisions are taken.”

An attempt is being made by HERSC to establish a special electronic network of communication on appropriate issues and the General Secretary is the contact person in IFUT. To that end, he attended a special course organised by the European Trade Union College (ETUCO) from 30 May to 2 June 2002.

Also received from HERSC during the year were:- *The Conscience Clause for Scientists and Engineers: The Right to be Responsible [Draft Convention for ILO]*, Association for the Promotion of Scientific Accountable Behaviour; and *Students and Universities: an academic community on the move*, EUA ESIB Joint Declaration, 2002; and (all ETUCE) - *An ETUCE Perspective on Research in the European Union; Higher Education & Research; Mutual Recognition of Diplomas and Mobility of Teachers and Education Staff; and Mobility within Europe, and Mutual Recognition of Qualifications.*

## **8. British & Irish Group of Teacher Unions**

Paddy O’Flynn of UCD attended a meeting of this body on 5 November 2001 for which the agenda was as follows: Proceedings of EI 3rd World Congress; Jomtien Declaration on Professional Ethics for Teachers; GATS; Situation of Teachers in Ethiopia and Zimbabwe; European Affairs and Possible Developments within ETUCE; and Development of Teacher Councils in Ireland and the United Kingdom.

He also represented IFUT at a second meeting on 22 April 2002 for which the agenda was as follows: Reports about Actions being taken by Trade Unions in relation to Global Week of Action; GATS; Constitution of EI; Report about Meetings concerning Possible Merger between World Confederation of Teachers (WCT) and EI; Development of Teacher Councils in Ireland and the United Kingdom; and Reports from TUI and INTO about Benchmarking and Pension Arrangements in Ireland.

## **9. IFUT-AUT Co-operation**

It was decided during the year that there should be an All-Ireland Conference organised by IFUT and AUT NIAC (Northern Ireland Advisory Committee). The agenda has been agreed as follows: Implementing Equality in Higher Education in Ireland; NSMC Representative on H E; Presentation by Equality Commissions in Northern Ireland and the Republic of Ireland; Responses by Conference of University Rectors in Ireland (CRI), IFUT, and AUT; Workshops on Career Development and Equal Opportunities; Freedom of Information Acts; Job Security; All-Ireland Co-operation; and Conclusions. The participants will be drawn from or include IFUT, AUT, University Managements, Government Ministers, Civil Servants and Equality Commissions.

It is hoped that the event can take place in late November or early December 2002.

### **10. Other Union Contacts**

Requests by the Canadian Association of University Teachers for support from IFUT in respect of a case of academic freedom and, later, concerning restrictive legislation on collective bargaining in higher education in British Columbia were acceded to. A similar request in the case of a dismissal in Australia was received from the NTEU and likewise agreed to.

Following the transmission to IFUT of a copy of a letter from the AFL-CIO to ICTU of 18 September 2001, Council decided to donate £500 to each of two Funds: one set up by American teacher unions and another by the Education International, for the Survivors of the September 11th attack in New York and the Education of Afghan Children respectively.

### **11. Seanad Nomination**

With regard to IFUT's right to nominate one person to the Cultural and Educational Panel for the Seanad Election, a request was received from a member and also from a person external to the union. The union agreed to nominate the member, but she subsequently withdrew her request. The other person also withdrew his request following the securing of a nomination elsewhere.

## **V. ORGANISATION & COMMUNICATIONS**

### **1. Membership**

The total membership of IFUT is 1,585 compared to 1,563 last year. The breakdown of this is as follows (last year's figures are in brackets): 1,326 (1,323) on higher rate of subscription, 52 (56) on lower, 18 (12) on leave of absence and 189 (172) retired. Two people from the Holy Ghost College, Kimmage Manor, Dublin, joined during the year. (See also Section 6 below.) Details of Branches are given in Appendix A.

### **2. Executive and Trustees**

The Council (see Appendix B) elected the following Vice-Presidents for 2001/2002: Michael Mansfield, UCC; Joe Brady, Maureen Killeavy and Paddy O'Flynn, UCD; Hugh Gibbons, TCD; and Breandán Ó Cochláin, NUIG. Hugh Gibbons, was also elected by the Executive as Vice-President Finance. The Executive met five times during the session. At its meeting on 21 November 2001, the Executive decided to invite NUIM to nominate somebody to the Executive, and, this was responded to in the person of Jerry Harpur.

The Trustees elected at the last ADC to serve for 2001/2002 were as follows: Seán Tobin, NUIG; 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 & Related**

This Committee is due to meet in the week commencing 17 June 2002.

During the year the Higher Education Equality Unit organised Regional Meetings as part of its consultation process for *Submission to National Plan for Women 2001 - 2005*. The notices for these were sent to the UCC, UCD and NUIM Branch Secretaries, as appropriate. Maureen Killeavy of UCD attended the event in that college on 22 January 2002. The Submission of the NWCI in connection with this was received.

The following information was distributed to Branches:- *Equality News*, Summer 2001, from the Equality Authority; details re. two posts: *Equality for Women Measures - NDP - Congress "Gender & Pay" Project - Project Manager*, ICTU, 9/8/01; *Equality/Diversity - Education and Training Project - Programme Development Officer*, ICTU, 9/8/01; and *Course on Promoting Equality/Diversity in the Workplace*, 13-15 May '02, ICTU.

The following were received:- *Equality Research Data Base*, U Barry & A McCarthy, Equality Authority, 2001; and *Moving Mountains - When Outreach Works: Connemara Women 2000 Education Initiative [Executive Summary]*, M O'Reilly-de Brún, Women's Studies Centre, NUIG.

## **5. Other IFUT Committees & Working Groups**

A review of these was carried out during the year. It was agreed to change the name of APSCE to APSCEH, i.e. Association of Professional Staffs in Colleges of Education and Humanities.

The Convenor of the Working Groups on Temporary Staff and on the White Paper on Adult Education reported that there was not enough interest to get them off the ground.

The Special Committee on the Freedom of Information Act has already been reported on above.

Those on Ex-Carysfort Staff and on Benchmarking are ongoing.

## **6. Rules Amendments**

To enable full membership of persons in Holy Ghost College and Associate Membership in St Angela's College for persons transferring there and currently in membership of IFUT, those institutions were designated and added to Appendix A as follows:

- St Angela's College, Lough Gill, Sligo;
- Holy Ghost College, Kimmage Manor, Dublin.

## **7. Disputes Between Members**

A draft document on IFUT involvement in the above is being finalised at the moment by Executive and Council.

## **8. Communications**

Communications to all members included the following: *IFUT 2001* and *IFUT News*, Spring 2002.

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

*Daltún Ó Ceallaigh,*  
General Secretary,  
14 June 2002

## **Other Documents Sent to All or Some Branches as Appropriate**

- *Introductory Course for Union Representatives*, 25-27 September 2001, ICTU.
- *Introductory Course for Union Representatives*, 11-13 June 2002, ICTU.
- *Pensions Trustee Course*, 14-16 May 2002, ICTU.
- *Securing the Right to Represent*, November 2001, ICTU.
- *UCD Certificate Course in Safety & Health at Work 2001/2002*, ICTU.
- *Education & Training Programme 2001/2002*, ICTU.
- *Employment & Labour Law Evening Course*. ICTU/People's College.

- *Course on Current Issues for Negotiators*, ICTU.
- *Shop Stewards Introductory Courses [various locations]*, ICTU.
- *Workshop on Development Education Plan*, ICTU.
- *Certificate in Business Studies in Trade Union Studies 2001/2002 Evening Course*, HETAC (Higher Education and Training Awards Council).
- *Syllabus 2001-2002*, People's College.
- *People's College AGM*, 27 September 2001, People's College.
- *Family Friendly Work Practices - National Trade Union Seminar*, 21 September 2001, ICTU.
- *Family Friendly Workplace Day - 1 March 2002*, ICTU.
- *Congress National Family Friendly Seminar*, 21 September 2001, ICTU.
- *Motor Mileage Allowances Circular*, Department of Finance.
- *Subsistence Allowances Abroad Circular*, Department of Finance.
- *Annual Leave Circular*, Department of Finance.
- *Course on Developing and Implementing Anti-Workplace Bullying Policies and Practices*, 28-20 May 2002, ICTU.
- *Seminar on Workplace Bullying - 'A Routine Grievance or an Industrial Nightmare'*, ICTU.
- *Euro Changeover - Collection of Old Irish and Foreign Coins*, ICTU.
- *Code of Practice for Determining Employment or Self-Employment Status of Individuals*, Dept of Enterprise, Trade & Employment; Dept of Finance; Dept of Social Community & Family Affairs; Revenue; ICTU; and IBEC.
- *Tax Credits in Respect of Union Subscriptions*, ICTU.
- *Social Welfare Rates of Payment 2002*, Department of Social, Community and Family Affairs.
- *1% Lump Sum Payment*, 14 March 2002, ICTU.
- *Notice re. May Day March*, Dublin Council of Trade Unions.

## **IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2001/2002**

Irish Congress of Trade Unions (ICTU)

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

British and Irish Group of Teacher Unions (BIGTU)

& its Island of Ireland Group (IIG)

IFUT-NIAC [AUT] Liaison - (N Ireland Advisory Cttee/Association of University Teachers)

Education International (EI)

& its Education International Europe (EIE) section

& its Higher Education & Research Standing Committee (HERSC)

European Trade Union Committee for Education (ETUCE)

Educational Studies Association of Ireland (ESAI)



People's College [ICTU]

National Women's Council of Ireland (NWCII)

Network for Education and Academic Rights (NEAR)

Society for Research into Higher Education (SRHE)

Irish Labour History Society (ILHS)

## **RESOLUTIONS OF 2002 ADC**

### **(1) PENSION PROVISION FOR CONTRACT STAFF**

IFUT is concerned about the failure of the third-level sector colleges to make pension provision for contract staff and calls on management to rectify the situation in line with pension rights of permanent staff.

### **(2) TEACHING, SCHOLARSHIP AND SERVICE TO STUDENTS**

That, in the face of current emphases on managerialism and so-called 'accountability', IFUT asserts the primacy of teaching, scholarship and service to students.

### **(3) SKILBECK REPORT**

IFUT welcomes the interest in third-level evidenced in the recent Skilbeck Report but is concerned that academic standards and the provision of a reasonable range of disciplines should not be sacrificed in the pursuit of economic goals.

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