

IFUT SECURES RIGHTS COMMISSIONER AWARD OF €4000

IN RESPECT OF FLAWS IN PROMOTION PROCESS IN NUIM

A Rights Commissioner has awarded €4000 to an IFUT member in NUI Maynooth arising from certain inadequacies in the University's promotion process.

The Rights Commissioner found in favour of IFUT in all areas of its submission. Specifically she said *inter alia* that:

- The Promotions Board changed the procedures without agreement and after the application had been submitted and assessed.
- There was no agreed appeals procedure.
- The member's Freedom of Information request was not dealt with before he lodged a "without prejudice" complaint.
- The claimant was not told in advance that different values would be given to references depending on the qualification of the referee.

The Rights Commissioner also told NUIM to confirm to the member that his future promotional prospects would be in no way affected by the outcome of this promotions round.

Finally, the Rights Commissioner has also recommended the putting in place of a formal, agreed appeals process as a matter of urgency.

Both NUIM and IFUT have accepted the Recommendation and early implementation is expected.

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28 January 2009