

Irish Federation of University Teachers

IFUT
2008

Cónaidhm Éireannach na Múinteoirí Ollscoile

IRISH FEDERATION OF UNIVERSITY TEACHERS

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CÓNAIDHM ÉIREANNACH NA MÚINTEOIRÍ OLLSCOILE

IFUT 2008

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A. ANNUAL REPORT

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I. REMUNERATION/PAY AGREEMENTS

1. Benchmarking Report

The most noteworthy item under the heading of pay was the second Benchmarking Report which was issued on 10 January 2008.

It was a major source of disappointment to us that, with the exception of a 1% pay award to Chief Technical Officers and Senior Experimental Officers (which has not yet been paid), none of our members received any pay increase from the PSBB.

Although it is true that the vast majority of civil and public servants also got a zero per cent increase, and although it is a fact that IFUT shares the anger of public sector trade unions at the unilateral changes in methodology adopted by the PSBB, which seemed specifically designed to undermine the case for pay increases, nonetheless we feel that the members of IFUT have a particular reason to feel aggrieved, since we provided the Benchmarking Body with a well written, well researched 90 page document which set out a very cogent case and was full of evidence of substantial productivity as well as clear statistical proof of our slippage relative to other professions and grades.

IFUT issued a strong condemnation of this report, and we declared that arising from the lessons we have learned it will be a case of 'No More Mr Nice Guy'. In other words, we will not continue to give substantial concessions to our employers which go completely unrewarded (see chapter on 'Towards 2016' below).'

2. O'Brien Review Body

IFUT members who are University Professors fared significantly better under the O'Brien Review than did their colleagues covered by benchmarking.

The Review Body Report was issued on 26 October 2007 and awarded a pay increase of 5.5% which is in addition to the Interim Award of 7.5% secured in 2005/06.

The increase will be paid on a phased basis as follows:

14 September 2007	5%
1 September 2008	0.25%
1 March 2009	0.25%

IFUT had invested huge resources of time and effort into putting forward an excellent case to the O'Brien Body, and in this case it was gratifying to see that the effort did yield some results.

There were other notable positive features of the O'Brien Report which were directly related to specific demands put forward by IFUT. These included

- **Maintenance of Common Scales:** We

managed (against opposition) to retain the single salary scale for all Professors. In fact, an anomaly whereby there was a 8point scale in NUIG, was eliminated.

- **Retention of Link to Assistant Secretaries:** Experience shows that where the salary link to the Civil Service is broken, relative salary levels decline. We kept our link.
- **No Performance Related Pay Structure:** We successfully resisted the imposition of a system which would not only be hugely divisive and unfair, but could also constitute a grave undermining of academic freedom.
- **Warning:** This is an area where we must not be complacent. There is still a significant influential lobby in favour of the toxic option of differentiating the worth of Professors based on crude performance measurement tools. The crudest and most superficially attractive of these is the ability to raise funds. Surely even the most dim-witted can see the dangers inherent in such a policy?

3. Towards 2016

Two phases of the T2016 Pay Agreement fell due for payment during the period covered by this report:

1 June 2007	2%
1 March 2008	2.5%

A further increase of 2.5% is payable on 1 September 2008.

There was some delay in the payment of the 1 June increase, and IFUT had to intervene in one university to secure compliance. IFUT also became aware of and reacted strongly to extra long delays in passing on the 2% to Pensioners.

4. T2016 – The Next Phase

T2016 is a 10-year Framework Agreement. The pay increases referred to above are paid under the first phase. The second phase is now about to be negotiated by the Social Partners.

IFUT Council has already endorsed our strategy going into this next phase. This strategy takes full account of the lessons we have learned from benchmarking where, in effect, we had a document setting out proof of massive productivity freely given which turned out to be literally that – 'freely given' i.e. no payback.

So our strategy will be

- (a) We will enter into the Talks Process demanding that any agreement allows for productivity bargaining for sectors such as ours where much has been given.
- (b) If the Proposed Agreement does not contain such a provision, we will campaign

vigorously against its adoption.

- (c) If, despite our efforts, such an Agreement is adopted, we reserve the right to take unilateral action.

It should be noted that we have also reached an agreed common position with the ASTI, INTO and TUI regarding these Pay Talks. Our joint platform provides for

- Pay increases to be significantly ahead of inflation and should also reflect any growth in the economy.
- Shorter duration than previously.
- No pay pause.
- A review clause to deal with erosion due to factors such as high inflation.
- No new flexibility or change provision. This should deal with our strong objection to other unions voting to accept changes which only we must endure.
- Measures to tackle the issues of union recognition and the rights of agency workers.
- Additional resources to improve teaching and learning.
- The right to process grade claims.

5. General Pay Trends

The General Secretary had an opinion piece published in the Irish Independent which highlighted dangerous trends in Irish Pay Determination. This 'Greed is Good' philosophy has been very evident in the past year. For instance:

- In the O'Brien Review Body Report, whereas we were moderately pleased to secure a further 5.5% increase for Professors, this paled into insignificance compared to the 19% to 30% increases awarded to those already highest paid in the sector i.e. the University Presidents.
- The Benchmarking Body not only awarded no increases to most Civil and Public Servants, it also deliberately modified its methodology in order to disadvantage those on low to moderate pay levels vis-à-vis those on higher pay.

Indeed, the very basic foundation of benchmarking Public Sector pay levels against Private Sector norms, was always guaranteed to introduce 'the more you have already the more you get' character of Private Sector pay.

- It seems to be official policy now to only set pay levels according to so-called 'market norms', thus completely disregarding any notions of intrinsic worth or societal benefit.

6. Salary Claim for President of St Catherine's College of Education for Home Economics

This claim was first lodged in September 2001. After a torturous process, our claim was finally conceded in September 2007. However, the Department of Education is now refusing to backdate the award beyond September 2007. IFUT has referred the issue of retrospection to the Labour Court.

II. CONDITIONS OF EMPLOYMENT

1. Closure of St Catherine's College of Education for Home Economics

Of all of the issues IFUT has dealt with in the period under review, this was by far the most frustrating, the most depressing, the most time-consuming, and it was also the issue which reflected most poorly on the Department of Education and Science.

From the original regrettable decision of Minister Noel Dempsey to close this excellent College, the Department's behaviour has veered between incompetence and callousness.

In the period between September 2003 when the closure was announced up to the 31 August 2007, we were forced to deal with no less than 11 different officials representing the Department. In the period between February 2006 and July 2007, we wrote no less than twenty-five times to the Department. Yet, we received only five letters of reply. This does not include a large number of letters dealing with individual issues. Nor does it include the huge amount of correspondence since July 2007, including several letters to the Minister herself (at least four) who cannot claim to be unaware of her Department's behaviour in this regard. In fact, the Minister refused our requests to meet her to appraise her of the true situation.

Despite the fact that our members in St Catherine's had been asking for years to be given details of the full range of options open to them, this information was only provided on 3 July 2007. It related to the three options of Redeployment, Voluntary Early Retirement or Voluntary Redundancy.

The Department's arrangements for Colleges who were prepared to accept redeployed staff were only issued in May 2007 – almost four years after the closure announcement.

Imagine our anger then, when, in early July 2007 the Department wrote to all staff threatening to remove them from the payroll w.e.f. 31 August 2007. There followed a flurry of letters and correspondence which included the ICTU, the other teacher unions and also IFUT's solicitors. We were at this stage forced to threaten the Department with a High Court Injunction if they proceeded with their stated plans.

The story of these negotiations is too long and complicated to be dealt with in a report such as this. I will merely set out what is the current state of play regarding St Catherine's.

- For those members who successfully redeployed, we sought meetings to resolve a list of outstanding issues. This meeting did not take place until 21 January 2008. Despite the fact that we were promised a response "within two weeks", at the time of writing more than 10 weeks has elapsed without a reply.
- Four of our members were effectively 'bounced' into early retirement. On their behalf IFUT sought an enhanced package. The Department did not meet us until 18 December 2007, and then took a further month to confirm that their answer was 'no'. We are still awaiting an LRC Conciliation Conference on this issue.
- In defiance of the terms of the 2003 Act and numerous Irish and European precedents, the Department has refused to offer the same severance packages to two members of ours who were on Fixed-Term Contracts. This issue has now been the subject of two Rights Commissioner Hearings and vast amounts of correspondence and submissions. The Department handed over the defence of its position to the Chief State Solicitors Office and they have engaged in several reprehensible delaying tactics designed to frustrate our claim. All the while, our members who gave years of loyal service to the College have had no pension and no redundancy.
- One member was left without salary for three months due to complications with his redeployment. Following numerous interventions from IFUT, this was finally resolved.
- One of our redeployed members whose claim under the Part-time Workers' Act was finally conceded by the Department, has been waiting for months for this to be finalised and implemented. Meantime, she cannot resolve her current new position and grade in her redeployed post.

2. Claims under the 2003 Fixed-Term Work Act

2(a) St Catherine's College of Education (see above)

2(b) Contract Researcher, Tyndall Institute, UCC

UCC conceded our member's entitlement to a Contract of Indefinite Duration (CID). However, they refused her access to the regular College Pension

Scheme. This case was heard by a Rights Commissioner on 3 December 2007 and, incredibly, at the time of writing this Recommendation has still not been issued – a delay of over 4 months.

2(c) NUIM

We have referred to a Rights Commissioner the refusal of NUIM to concede a CID to one of our members despite her qualifying service. The College claims that the funding source is an "objective ground". We dispute this.

2(d) Milltown Institute of Theology & Philosophy

We succeeded in winning a CID for one member.

2(e) St Patrick's College, Drumcondra

Following advice from IFUT, one member succeeded in being granted a CID.

3. ROYAL IRISH ACADEMY CAREER ADVANCEMENT/PROMOTIONS CLAIM

This claim has been in process since 1999. Since July 2007 the Management has continually sought to frustrate the claim to such an extent that we have now requested the assistance of the LRC.

4. College Language Teachers, UCC

After extensive and intensive negotiations, this long-running dispute was finally resolved (with the assistance of the LRC) when a six-part agreement was accepted by both sides following two Conciliation Conferences.

5. APSCEH Regrading Claim

Following Agreements on Promotions in SPCD and MICL in 2006 and following the O'Brien Review of the Salary of the Heads of these Colleges, we have now initiated the review of a number of Senior Promotional Posts as provided for Labour Court Recommendation 18067 in January 2005.

6. Ex-Carysfort Pensions

The long-running legal dispute concerning Pensions for ex-Carysfort Staff in UCD was resolved to our satisfaction. The issue of ex-Carysfort people in TCD and NUIM is receiving our attention.

7. Workload Models/Research Plans/ Academic Freedom

In what is obviously a co-ordinated operation, we have had to deal with the attempted imposition of so-called workload models in several universities. Such moves are symptomatic of a desire not only to add to the workload of academics, but to increase the levels of control over every hour of their working time and, dangerously, over every aspect of their academic pursuits.

The threat to academic freedom arising from such a culture is alarming. In one particularly nasty case in TCD, attempts were made to impose very restrictive and manipulative regimes on academics (in areas such as research plans, frequency and manner of publications etc) by issuing an instruction to staff and then threatening Disciplinary Procedures against one member who had the temerity to defend his current conditions of employment. This was (and still is) a disgraceful example of trying to impose a change of conditions of employment not by consultation and negotiation, but by bullying and the threat of discipline. It is highly regrettable that the Staff Office, rather than defending existing agreements, acquiesced, indeed participated in this dishonourable project. Conversely, it is to the great credit of one courageous IFUT member that he was prepared to make a stand on behalf of his colleagues even at the risk of exposing himself to the threat of disciplinary sanctions. This issue is not resolved yet, but it will be, and IFUT will never allow this member to be victimised.

By way of a 'silver lining', this cloud has led to the production of a draft agreement on **Research Plans and Academic Freedom** which we hope will have wide application right across the sector.

8. Assistant Librarian Claim, NUIM

We are trying to redress the imbalance whereby Assistant Librarians have a shorter pay scale than practically all equivalent grades in NUIM. The claim is ongoing.

9. Quota-Free Promotion System, NUIM

This claim continues to make slow progress.

10. Assistant Librarians, UCC

A meeting was held with UCC which resolved a number of long-outstanding relatively minor claims. The issue of regrading still remains however.

11. School of Nursing & Midwifery, TCD

We successfully resisted attempts to enforce a relocation of Lecturers from TCD out to Tallaght Hospital. However, Management has recently sought to re-open this issue.

12. Increase in Annual Leave for CTIs and SEOs in TCD

After a long struggle we won an increase in annual leave from 21 days to 24 days. This was secured through a Labour Court Recommendation LCR 19048.

13. School of English, TCD

IFUT has continued to press TCD Management to resolve a longstanding problem which has caused huge distress in this School.

14. Individual Issues

14.1 TCD

(a) School of Nursing & Midwifery

This case, of the blatantly unfair imposition of disciplinary sanctions against a member following a seriously flawed investigation, has been in process for two years now. We are now awaiting a Rights Commissioner Hearing.

(b) Department of Mechanical & Manufacturing Engineering

An LRC Conciliation Conference produced an agreement in a dispute regarding job descriptions.

14.2 UCC

(a) A longstanding dispute under the 2003 Act, and recently bogged-down on the issue of job title and appropriate salary, has been dealt with through an independent facilitation process. The issue is ongoing.

(b) A claim which has been ongoing since 2002 on behalf of one member regarding Unfair Dismissals and the Fixed-Term Directive, was finally resolved when UCC withdrew their appeal against our member's award in the Circuit Court. Substantial damages were paid. This was a case where IFUT had committed significant finances to fund a legal defence of our members' rights.

(c) We have a long-running issue regarding one of our member's in the Library.

14.3 MITP

We are pursuing a case to the Equality Tribunal of gender discrimination against one of our members.

14.4 UCD

(a) We had a successful outcome in a disputed promotions case involving one member, and we are currently pursuing two other promotions disputes, each of which is related to very questionable Management practices.

(b) We are pursuing a grievance on behalf of a member who literally saw her own senior post advertised in the newspapers.

14.5 NUIM

One claim arising from unfair discrimination regarding promotion is ongoing.

14.6 NUIG

We are dealing with a case of a member who is being threatened with disciplinary action in a blatantly unfair and unsustainable abuse of procedure.

14.7 SPCD

We are dealing with four cases regarding unfair selection for promotion.

14.8 Other Individual Cases

We have advised and assisted members in RCSI (two cases), DIAS and DDH.

In addition to the above specific cases, the IFUT Head Office continually deals with individual inquiries and requests for advice which are dealt with on an ad hoc basis.

III. GENERAL CONTACTS

1. ASTI/INTO/TUI

We have developed very close and mutually supportive relations with the other education unions. As will be discussed at the ADC, the Executives of all four unions have agreed a document setting the basis for enhanced co-operation.

2. Irish Congress of Trade Unions

2.1 ICTU Biennial Conference

Two motions proposed by IFUT (on Academic Freedom and Diversity and Privatisation of Education) were both adopted as Congress Policy at the Bundoran BDC.

2.2 ICTU Women's Conference

This conference endorsed an IFUT motion supporting Same Sex Civil Partnerships.

2.3 Public Services Committee

The General Secretary is a full member of the PSC.

2.4 Other ICTU Committees

Listed below are the Congress committees on which IFUT has representatives:

Task Force on Agency Workers – Mike Jennings, General Secretary.

Health & Safety Advisory Committee – Michael McKillen, TCD.

Retired Workers Committee – Colum Ó Cléirigh, SPCD.

Solidarity Committee – Iain Atack, TCD.

3. Trades Councils

Our representatives on Trades Councils are as follows:

Dublin Hugh Gibbons, TCD

Cork Michael Delargey, UCC

Galway Liam Carroll, NUIG

Kildare None for 2007/08, but Rose Malone, NUIM, nominated for 2008/09

Limerick Tony O'Grady, MICL

4. Education International

The General Secretary and the Vice President-Finance, Hugh Gibbons, TCD represented IFUT at the EI World Conference in July 2007. The General Secretary addressed the Higher Education Congress on the topic of Mobilising Trade Union and Community Support for our Higher Education Agenda. The speech was well received, and as a result, the General Secretary was requested to address the National Council of NTEU in Melbourne on the same topic.

5. ETUCE & EIPES & HERSC

IFUT has continued to play an active role in ETUCE (European Trade Union Committee for Education), EIPES (Education International Pan-European Structure) and HERSC (Higher Education & Research Standing Committee), and the General Secretary Chaired a session on Gender Inequality in Higher Education at the HERSC Conference in November 2007. The General Secretary has also participated in the ETUCE campaign to set up an EU funded Social Dialogue Forum for Education.

6. BIGTU

The General Secretary represents IFUT on the British and Irish Group of Trade Unions.

7. UCU Liaison

We have revived the practice of having twice Annual Meetings with our colleagues from Northern Ireland who are represented by the University & College Union. We should, in this age of teacher union co-operation, try to deepen our relations with this excellent union.

8. Reciprocal Agreements

IFUT has entered into Reciprocal Membership Recognition Agreements with the following unions:

- UCU (UK)
- CAUT (Canada)
- NTEU (Australia)
- NAR (Norway)
- SULF (Sweden)
- DM (Denmark)

9. Standing Committee of Heads of Education & Teacher Unions

IFUT is represented on this Committee by Marie Clarke, UCD.

10. SCOTENS

Pat Burke, SPCD represented IFUT at the SCOTENS Conference.

11. Seanad Éireann Election 2007

IFUT waged a resolute campaign amongst our membership base on behalf of Paddy Healy, former President of the TUI. Unfortunately, Paddy's campaign was not successful.

12. Meeting with HEA

The General Secretary and Executive member Anthony Harvey, RIA met with the Head of Communications of the HEA. Arising from this, further meetings are planned and we now have a specific IFUT/HEA liaison person.

13. Opposition Spokespersons on Education

The President, Joe Brady, the Vice President-Finance, Hugh Gibbons, TCD and the General Secretary met with the Education Spokespersons for Fine Gael & The Labour Party. It was a useful exchange of views and an opportunity for us to set out our agenda to them.

14. Amnesty International

IFUT made a financial donation to Amnesty International's Annual Concert.

IV. EDUCATION & RESEARCH

1. European Quality Assurance Register for Higher Education (EQAR)

The EQAR was set up following a mandate from European Ministers for Higher Education at their Bologna Ministerial Conference in London in May 2007. There are only eight members of the EQAR Board and one member alone represents the staff side for the entire Pan-European Structure. This member is nominated by Education International (EI). It is a great honour for IFUT that our nominee Dr Daire Keogh, SPCD was chosen as the EI nominee on this important body.

2. European Sectoral Social Dialogue in Education

The General Secretary has represented IFUT at two meetings sponsored by the European Commission to explore means of setting up a Social Dialogue Structure for Education. Social Dialogue Structures bring together employer and staff representatives in specific sectors where they can agree to make joint approaches to the European Union for regulations or other measures in their sector.

3. ESPVG

The Education Sector Performance Verification Group (ESPVG) is the national body which has ultimate responsibility under the terms of T2016 for sanctioning pay increases and approving Action Plans. It has long been a source of great resentment to IFUT that this body should have such far reaching powers, but that we would not be represented on it.

Following discussions with the ICTU and the other teacher unions, the General Secretary has secured a place on the ESPVG and will replace Jim Dorney, ex-General Secretary of the TUI at the next ESPVG meeting. We should acknowledge the generous approach of the TUI to this matter.

4. Bologna Process

The Bologna Follow-Up Group (BFUG), of which IFUT is a member, has not met since May 2007. Nevertheless, through liaison with the BFUG Secretariat in the Department of Education, the

General Secretary was able to compile a full report on all Bologna related developments in Ireland in the past year for a HERSC meeting in February 2008. This report is available to IFUT members on request.

5. Freedom of Information

Working closely with the UCD ASA who were most active in this area, IFUT Head Office followed-up on FOI requests in respect of Senior Management posts in UCD, TCD, NUIM, NUIG. The information secured – especially in the case of UCD – shows that pay restraint and the requirement not to exceed Government pay guidelines, only applies to the ‘little people’ like Professors and Lecturers.

FOI requests were also utilised to good effect in St Catherine’s College.

Branches should consider making greater use of this valuable information unlocking instrument.

6. National Council for Curriculum and Assessment

IFUT representatives on the Council and the Committees otherwise of the National Council for Curriculum and Assessment are as follows:

COUNCIL:

Eugene Wall, MICTL.

Working Group on Assessment:

Eugene Wall, MICTL.

EARLY CHILDHOOD & PRIMARY COMMITTEE:

Eugene Wall, MICTL

EARLY CHILDHOOD COMMITTEE:

Philomena Donnelly, SPCD

STEERING COMMITTEE FOR SPECIAL EDUCATION:

William Kinsella, UCD.

STEERING COMMITTEE FOR ICT

Maureen Killeavy, UCD

LANGUAGE COMMITTEE (ENGLISH AND GAELIGE),

PRIMARY

Pádraig Ó Duibhir, SPCD

7. National Qualifications Authority of Ireland

IFUT was represented by Colum Ó Cléirigh, SPCD and Maureen Killeavy, UCD at meetings of the NQAI.

8. Coiste Teagasc na Gaeilge

Colum Ó Cléirigh, SPCD attended meetings of this body on behalf of IFUT.

V. ORGANISATION & COMMUNICATIONS

1. Membership

The total membership of IFUT is 1,758 compared to 1,715 last year. The breakdown of this is as follows (last year’s figures are in brackets): 1,416 (1,399) on higher rate of subscription, 36 (41) on lower, 16 (22) on leave of absence and 289 (252) retired, associate member 1 (1). Details of Branches are given in Appendix A.

2. Executive and Trustees

The Council elected the following Vice Presidents for 2007/08: Marie Clarke, UCD; Hugh Gibbons, TCD; Daire Keogh, SPCD; Anthony Harvey, RIA, Anthony O’Farrell, NUIM, and Michael Delargey, UCC. Hugh Gibbons, was also elected by the Executive, at its meeting on 1 August 2007, as Vice President-Finance. At a meeting of the Executive on 29 September 2007, Catherine Emerson, NUIG was co-opted on to the Executive. The Executive met seven times during the session.

The Trustees elected at the last ADC to serve for 2007/08 were as follows: Breandán Ó Cochláin, NUIG; Pat Burke, SPCD; and Maureen Killeavy, UCD.

3. Council

Council met six times during the year.

4. Report of the Equality Committee

Introduction

The Equality Committee of the Irish Federation of University Teachers (IFUT) has represented IFUT in a number of national and international contexts during 2007/2008. These bodies include the Irish Congress of Trade Unions (ICTU) Women’s Committee and the National Women’s Council of Ireland and the Equal Opportunities Committee of Educational International.

1.1 ICTU Women’s Committee

IFUT was represented at the ICTU Women’s Biennial Conference, which was held in Tralee, Co Kerry during March 2008 by Maureen Killeavy and Colum Ó Cléirigh. A motion was proposed by the IFUT Equality Committee which focussed on the necessity to promote appropriate legislation for single sex civil partnerships. The motion was proposed by Maureen Killeavy and seconded by Colum Ó Cléirigh who both spoke to the motion which was passed unanimously. The Equality Committee understands that this is just one step along the way to equality for LGBT individuals in society.

1.2 National Women’s Council

In relation to the National Women's Council of Ireland IFUT also has representation and IFUT was represented at a number of these meetings by Anne Lodge and Maeve O'Brien. The National Women's Council during this period has focussed on a range of very important issues in relation to equality which was reflected in the budget submission made during November 2007 and in relation to the role of Women's Groups nation wide who seek to promote an equality agenda for women and recognition of the work that is done in this context. IFUT is represented by Anne Lodge, Maeve O'Brien and Marie Clarke on the National Women's Council of Ireland.

1.3 ETUCE and EI

IFUT was represented at a number of Equal Opportunities Committee meetings of ETUCE and EI during 2007/08. Education International is an extremely important organisation in the international context. Maureen Killeavy represented IFUT at the Pan European Equality Committee Meeting held 1-2 April 2008 in Brussels. At this meeting, unions from Ireland, Poland and Romania presented papers on equality policies within their unions. Maureen Killeavy presented an excellent paper to the meeting, which focussed on equality policies and issues in IFUT. This was a very important contribution from Ireland and show-cased the work of IFUT and the Equality Committee in this very important area. Maureen's presentation is available on the EI and ETUCE web sites. The Equality Committee congratulates Maureen on her report and for her work on the committee in relation to this very important area.

In the coming year the committee plans to extend its work to include other areas in which discrimination occurs.

1.4 Committee Profile

Marie Clarke, (Convenor/Sec) UCD
Joan Byrne, HRB
Ann Clune, TCD
Colum Ó Cléirigh, SPCD
Catherine Emerson, NUIG
Noreen Kearney, TCD
Maureen Killeavy, UCD
Anne Lodge, NUIM
Grace Neville, NUIG
Nóirín Ní Nuadháin, SPCD
Angela Ryan, UCC

All members of the committee have made excellent and varied contributions to the promotion of the equality agenda as representatives of IFUT and will continue to promote the equality issues in the coming year.

1.5 Note to Branches

All Branches who do not have a representative on the IFUT Equality Committee are urged to elect a member at their first meeting in the coming year.

(The above report was prepared by Dr Marie Clarke.)

5. Recruitment of Researchers

Despite a lot of effort being put in by Head Office and especially by Branches such as NUIG and UCC, the recruitment of Researchers has not been as successful as we would have wished. During the year Council agreed to a reduced membership subscription for Contract Researchers. This is an area where we will simply have to display persistence and stamina – we cannot afford to have so many unorganised, vulnerable staff in our universities. It is neither fair nor ethical.

6. Media

There was a slight but significant improvement in IFUT's media profile during the year. However, this still remains at levels below acceptability. During the year we commissioned Gallagher Consulting to do an analysis of our media and communications procedures and performance.

As part of this exercise Gallagher Consulting carried out a telephone poll of approximately 10% of IFUT members selected at random. One question asked was 'what did IFUT members regard as the primary issues of concern'. It has to be of huge significance that by a wide margin the item of most concern was 'university restructuring and managerialism'. This was cited by 33% of all respondents. The next highest ranked issue was fixed-term contracts/rights and conditions (24%).

A total of 72% believed that restructuring, combined with a new managerialism, changes to contracts and work practices, and the down-grading of the importance of lecturing is rapidly changing the entire ethos of our universities – and not for the better.

The Gallagher Report made a number of recommendations which have been endorsed by the Executive and are being implemented by the General Secretary.

7. IFUT Website

By the time of the ADC, our new IFUT Website should be finally fully operational. All of the feedback we have received thus far, is that people appreciate the new, crisp look of the website, and we are very confident that having invested a great deal of time and effort in a totally new format, the site will not only be a great source of information for

IFUT members (and the general public), but will also be a locus for the exchange of ideas and debate about the future of higher education.

It has to be acknowledged that the design and launch of the new website took vastly longer than even our most pessimistic predictions. This was a source of immense frustration to all concerned and I wish to thank all members for their patience in this regard.

I could not finish this section without expressing our deep gratitude to John Dunnion, UCD who put in countless hours of work and sweat on this task. John showed great perseverance in the face of a series of obstacles and problems which seemed never to stop emerging. But I think the new site is a worthy tribute to his hard work.

8. IFUT Diary

Following a decision of Council, the IFUT Diary was issued as a Pocket Diary instead of a Desk Diary, and this has proved to be popular. The Diary is an excellent aid to members, and all credit for its production goes to Gerald Mills, UCD.

9. New Sections/Branches

During the year we established a new IFUT Section in the Church of Ireland Theological College (CITC), and our members in the Church of Ireland College of Education (CICE) became a separate stand alone Branch of IFUT having previously been part of the SPCD/CICE Branch. IFUT also received enquiries and requests for membership from some Colleges where we do not have a current presence.

10. Head Office

The IFUT Offices were fully redecorated during the year, as was the interior of all of the 11 Merrion Square building.

*Mike Jennings,
General Secretary,
19 April 2008*

IFUT Initials

APSCEH	Association of Professional Staffs in Colleges of Education & Humanities
CB	Central Branch
CICE	Church of Ireland College of Education, Rathmines, Dublin
CITC	Church of Ireland Theological College
DDH	Dublin Dental Hospital
DIAS	Dublin Institute for Advanced Studies
HRB	Health Research Board
MDIE	Mater Dei Institute of Education
MICL	Mary Immaculate College, Limerick
MITP	Milltown Institute of Theology & Philosophy
NUIG	National University of Ireland, Galway
NUIM	National University of Ireland, Maynooth
RCSI	Royal College of Surgeons in Ireland
RIA	Royal Irish Academy
ST A	St Angela's College, Lough Gill, Sligo
ST C	St Catherine's College of Home Economics, Sion Hill, Dublin
SPCD	St Patrick's College, Drumcondra, Dublin
SPM	St Patrick's College, Maynooth (Pontifical)
TCD	Trinity College Dublin
UCC	University College Cork
UCD	University College Dublin

APPENDIX A

BRANCHES, BRANCH SECRETARIES & CENTRAL BRANCH CONVENORS 2007/08

(First figure in brackets, current membership; second figure, last year's.)

- 1 Trinity College Dublin (367/353) & Dublin Dental Hospital (14/14)**
Secretary – Anthony McCashin, Social Studies
DDH Contact - Frank Houston, Restorative Dentistry
- 2 University College Dublin (337/338)**
Secretary - Marie Clarke, Education
- 3 University College Cork (337/330)**
Secretary - Michael Delargey, Education
- 4 National University of Ireland, Galway (85/76)**
Secretary – Michael O'Connell, Botany
- 5 National University of Ireland, Maynooth (204/191)**
Secretary - Andrew Sliney, Library
- 6 Royal College of Surgeons in Ireland (66/64)**
Secretary – Elizabeth Doyle, Student Affairs
- 7 St Patrick's College, Drumcondra (129/131)**
Secretary - Daire Keogh, History, (SPCD)
- 8 Church of Ireland College of Education (15/15)**
CICE Convenor - Valerie Coghlan, Library
- 8 Mary Immaculate College, Limerick (137/139)**
Secretary – Michael Finneran, Education
- 9 Central (67/64)**
CHURCH OF IRELAND THEOLOGICAL COLLEGE (4/-)
Convenor – Patrick Comerford, Spiritual Formation

HEALTH RESEARCH BOARD (3/3)
Convenor - Joan Byrne, Microbiology

DUBLIN INSTITUTE FOR ADVANCED STUDIES (15/15)
Convenor (Senior Professors/Registrar Group) - Fergus Kelly, Celtic Studies
Convenor (Non-Sen. Prof. Staff Group) - Malachy McKenna, Celtic Studies

MATER DEI INSTITUTE OF EDUCATION (10/7)
Convenor - Brendan McDonnell, History

ROYAL IRISH ACADEMY (17/13)
Convenor - Anthony Harvey, Dictionary of Medieval Latin from Celtic Sources

MILLTOWN INSTITUTE OF THEOLOGY & PHILOSOPHY (12/8)
Convenor - Bernadette Flanagan, Spirituality

ST CATHERINE'S COLLEGE OF EDUCATION FOR HOME ECONOMICS - c/o Head Office (4/16)
EX-CARYSFORT - c/o Head Office (1/1)
ST ANGELA'S COLLEGE - c/o Head Office (1/1)

APPENDIX B

COUNCIL & EXECUTIVE 2007/08

*(Executive members: President and 7 Vice Presidents)

BRANCH ENTITLEMENT

DEPARTMENT

TCD 9/9

Dónall A. MacDónaill
*Hugh Gibbons (VP-Fin)
Aidan Seery
Pat Wall
Liam Dowling
Cormac Ó Cuilleanáin
Breffni O'Rourke
Ciarán Brady
Anne-Marie Malone

Chemistry
Computer Science
Education
Education
Electronic & Electrical Engineering
Italian
Language & Communication Studies
Modern History
Nursing & Midwifery

UCD 8/8+1

Paddy O'Flynn
John Dunnion
*Marie Clarke (VP)
Donal Fitzsimons
Maureen Killeavy
*Joe Brady (*Pres*)
Gerald Mills
Russell Higgs
Regina Joye

Chemical Engineering
Computer Science
Education
Education
Education
Geography
Geography
Mathematics
Nursing & Midwifery

UCC 6/8

Mary McCaffrey
Michael Creed
*Michael Delargey (VP)
Tom Andrews
Michael Mansfield
Patrick Bourke

Biochemistry
Civil & Environmental Engineering
Education
Nursing & Midwifery
Physics
Statistics

NUIG 4/4

Donal Leech [*Alternate*]
Breandán Ó Cochláin
Gerard Jennings
*Catherine Emerson
Seán Tobin

Chemistry
Chemistry
Experimental Physics
French
Mathematics

NUIM 6/7

Séamus Ó Cinnéide
Dennis Pringle
Andrew Sliney
*Anthony O'Farrell (VP)
Ann Buckley
Yvonne Barnes-Holmes

Applied Social Studies
Geography
Library
Mathematics
Music
Psychology

RCSI 2/3

Denise O'Mara
Ms Elizabeth Doyle

Clinical Teaching
Student Affairs

MICL 5/6

Michael Finneran
Frank Flanagan
John O'Flynn
Deirdre McMahon
Patrick Connolly

Education
Education
Education
History
Theology & Religious Studies

SPCD/CICE 6/6

Cora Cregan [*Alternate*]
Therése Dooley
David Millar
Pat Burke
Ruth McManus
*Daire Keogh (VP)
Colum Ó Cléirigh

Careers
Education
Educational Research Centre
English
Geography
History
Music

CENTRAL 4/4

*Anthony Harvey (VP)
Mary Anne O'Carroll
Joan Byrne
Gesa Elsbeth Thiessen

DMLCS, RIA
Home Economics, St C
Microbiology, HRB-TCD
Systematic Theology, MITP

NOTE

Including the President ex officio, there were entitlements to 56 representative places, of which 50 were filled. Therefore, there were 50 people on Council out of a potential 55.

APPENDIX C

IFUT COMMITTEES & WORKING GROUPS 2007/08

Standing Committees

APSCEH

Philomena Donnelly	Education, SPCD
Therése Dooley	Education, SPCD
Michael Finneran	Education, MICT
Frank Flanagan	Education, MICT
Deirdre McMahon	History, MICT
Máire Uí Mhaicín	Irish, CICE

EQUALITY

Marie Clarke (<i>Convenor/Secretary</i>)	Education, UCD
Maureen Killeavy	Education, UCD
Nóirín Ní Nuadháin	Adult Education-English, SPCD
Anne Lodge	Education, NUIM
Maeve O'Brien	Education, SPCD
Anne Clune	English, TCD
Catherine Emerson	French, NUIG
Grace Neville	French, NUIG
Angela Ryan	French, UCC
Joan Byrne	Microbiology, HRB
Colum Ó Cléirigh	Music, SPCD
Noreen Kearney	Social Studies, TCD

APPENDIX D

IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2007/08

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)

IFUT-NIAC Liaison – (Nth Ireland Advisory Committee/University & College Union)

Education International (EI)
& its EI Pan-European Structure (EIPES) *
& its Higher Education & Research Standing Committee (HERSC)
European Trade Union Committee for Education (ETUCE) *

People's College (ICTU)

National Women's Council of Ireland (NWCI)

Network for Education and Academic Rights (NEAR)

Society for Research into Higher Education (SRHE)

Irish Labour History Society (ILHS)

* EIPES covers all of Europe, while ETUCE operates as an autonomous unit within this on the basis of EU-EFTA membership.

B. PRESIDENTIAL ADDRESS

Dr Joe Brady, Geography, UCD

Fraternal Delegates, Guests, Delegates, Colleagues and Friends, it is a great pleasure to welcome you to the Annual Delegate Conference of the Irish Federation of University Teachers. The past year has been a frustrating one, punctuated by many disappointments and it is clear that we have slipped into a crisis in third level education that is entirely of the State's making and which was utterly avoidable.

Knowledge Economy or Knowledge Society?

Last year, I spoke to you about what I saw as the issues that arose from the confusion of the term 'knowledge economy' and 'knowledge society'. The former is an element of the economy, capitalising on the ability of our people to generate intellectual property that has been of value both to their institutions and to the economy generally. We have been pretty good at doing this in recent times and we have seen significant increases in the amount of money made available by the State via instruments such as Science Foundation Ireland. Additionally, the Higher Education Authority has provided monies to improve the research capacity of universities. This has been very welcome though we are still playing catch-up for years of neglect. These **are** steps in the right direction, allowing us to capitalise on our strengths and to play the part on the world stage of which we are capable. But this has come at a price. The price is the neglect of the knowledge society. Now, we know that the two terms are not the same, despite the continuing confusion of the two by our political masters and by elements in the media. At this point, it is reasonable to assume that it is a deliberate confusion because the improvement in funding for the economic role of the universities is allowed to mask the disgraceful neglect of that aspect of the university's role that serves the knowledge society. Last year, I said "We are on a slippery slope, whereby our universities may become successful producers of valuable research outputs – export industries - but lose our credibility as educators". I take no pleasure in the fact that I have been proved absolutely correct.

The death of the Knowledge Society?

We are in a crisis as our capacity to educate is eroded day in and day out. The physical infrastructure for education is decaying; resources are not being provided to facilitate best practice in teaching; the learning environment is so far behind the curve as to make it quaint. A graduate of 30 years ago could return to his/her alma mater and find that little had changed in terms of facilities and service, though the university (the staff, the programmes, the activity) has been utterly transformed.

Some weeks ago the President of UCD and the Provost of TCD took the unprecedented step of making a joint statement in which they commented *'In Ireland there is no shortage of rhetoric about the knowledge society and our aspiration to be "world class". The reality, unfortunately, falls well short of the rhetoric. By most indicators our universities are significantly constrained by comparison with leading international institutions. We are not talking here of the elite US Ivy League colleges, but of universities in countries such as Denmark, Switzerland and Scotland. Two relevant points of comparison are student/staff ratios (three to four times better than the Irish average) and operating budgets (between two and three times more than those available here). Of even more concern is that, rather than closing the gap with these leading institutions, we are allowing it to widen by progressively eroding funding for core teaching.'*

As a union, we sometimes find ourselves on opposite sides to our university heads but not on this occasion. We are better placed than any to speak of the effects that this lack of investment has had on our core teaching, to use the phrase of the President and Provost. We are the people who use the dilapidated classrooms. We are the people who wonder on a daily basis whether (a) there will be any equipment in the lecture theatre and (b) whether it will last the course of the lecture. Consider the embarrassment of pretending to be 'world class' when the basic technology with which you work is inferior to what the students have at home, when you cannot read their essays submitted electronically because your software is too many generations behind. We are innovators in education. We are constantly striving to develop new ways of engaging with students: e-technologies; blended learning; exploring the value of enquiry based learning or problem based learning that involves small groups rather than amphitheatres; new and flexible degree pathways. I could produce a long list of such innovations and commitment to providing the very best from my own institution, UCD, and I am certain that the same could easily be done from all universities. We are very much 'world class' when it comes to aspiration and innovation but fall far short

when it comes to implementation. We cope by setting up pilot projects and the pilot projects are very successful. But each time, we have to suspend disbelief because we know in our heart of hearts that nothing will change in overall terms because these things cost money. You have to employ people, you have to pay them, you have to invest in technology, you have to maintain it, and you have to replace it. I recall recently having a conversation with a politician who was lauding the e-learning opportunities he had seen in a private college and he wondered why the universities were so far behind the curve. He didn't want to hear the answer.

A sectoral response

The sector is going to have to shout the answer loudly so that both the media and the politicians understand that you have to invest if you want excellence. They have to realise that there has never been sufficient investment and that things have got worse in recent times, not better. We have not used our increased wealth in good economic times to invest in third level education. And when they understand, they need to take the next step and invest.

The Minister for Education has not heard that there is a crisis. One of UCD's student newspapers, the *College Tribune* quotes from an exclusive interview with the Minister in this week's edition. She is quoted as saying: *'I don't know about a crisis, but I can understand them looking for more money. Equally though, we have a stiffer economic situation so there isn't more money available'* Of course, you are never likely to find out if you don't bother to find out. After all, this Minister has avoided any possible opportunity to speak with us. Mind you, there isn't a crisis anywhere in the sector from the Minister's perspective. I listened to her on the radio during the Teachers' Conference season this year. She was engaged in a debate in which the point was being made to her of chronic underfunding, not in the university sector, but elsewhere. Her response was not to deny the underfunding but to respond that we still managed to provide an excellent education service. And this is our problem. It is taken for granted that we are miracle workers. We can create things out of nothing and 'ah sure... we will still be world class'. Our professionalism makes us make do but the time has come to say: 'Enough.. it's over'. The resources have been spread too thinly, there will be consequences.

This is no time for the promotion of sectoral interests. The entire university community has to speak with one voice on this matter. This is an opportunity to display real partnership between administrators and the university community. We, as IFUT, have the credibility to show that we are not crying wolf. We have been bled dry. Funding has to increase or programmes will have to be cut back. If not, the reputations of our degrees will suffer, the quality of the student experience will decline and we will not meet the targets that we have set and have been set for us. If this is allowed to happen, it will be criminal. Reputations take generations to build but they can be destroyed in a thrice. So, it was with wry amusement that I read the exhortation by the HEA to increase in a dramatic way the number of international students. Where will we put them? – we are creaking at the seams. Who will teach them? – or will they teach themselves? Who will fund them?

Funding must increase

And funding is the key issue. The abolition of fees for university students saw the replacement of this funding mechanism with a block grant paid to the universities via the HEA. Our experience has been the same as that of Local Authorities who saw their revenue generation capacity replaced by a block grant after the 1977 General Election – and look at what has happened to local services. The reality of the figures is stark. The core recurrent grant funding per student in real terms has fallen by 32% in the period 1995-2005 and it is getting worse. Inflation in the education sector is higher than in the economy as a whole and increases in funding do not come near to matching inflation. The Department of Education and Science refuses to recognise this reality. They have responded (and doubtless will respond in the future) that the amount of money going to the sector has increased, ignoring the inconvenient fact that the sector is doing more than ever before and the euro today does not buy what it did five years ago.

To make matters worse we have what must be the most bizarre funding model anywhere. Commentators tell us that we must live in the real world, respond to the realities of economics. Well how about this for a funding model? You would expect that the more students you educate, the more your grant would be? Seems reasonable, incentives and all that! Not in Ireland. There is no concept of a fee per student. The national allocation for third level is such that if our universities double their student intake, they will get

exactly the same amount of money as before, that is, they will get half as much income per student. Take in foreign students, you say! Well, we get no State assistance for these students and they end up costing us money. We are in crisis and that message has to be heard. It is very simple, the universities need more money and especially for their core teaching!

Universities are now in debt, not in deficit and no university can stay in debt for very long. The implications of this are huge in the short to medium term. There is talk about increasing the number of universities but we hear nothing about increasing the funding for the sector. We are at the sharp end of what started as a shortfall, turned into a deficit but is now a debt. We are professionals who wish to do the best job we can for our subjects and our students. The Minister's solution is that quality will be delivered from efficiency. She is also quoted in the *College Tribune* as saying: *'A university should never be a business but at the same time it should always be run efficiently. There's very high expectations from students that they will be getting a high quality education, so we need to ensure that we're getting maximum efficiency for everyone'*. So the answer to our problems is that we should work smarter. It's a worrying comment, one that fails to recognise that the system is creaking, that the ambition of providing that high quality education is not going to be achieved with current resourcing. She has already benefited from an astonishing level of productivity – there is no more.

Professionalism and Productivity

We have been working harder and we have transformed our educational environment in a very short time. The educational environment of the university is vastly different to that of 30 years ago, even if the place looks exactly the same. We have introduced many new and varied degree programmes. We have semesterised, we have modularised. We have transformed our approaches to teaching and we have facilitated new concepts in learning. It is now multi-faceted and multi-dimensional. We work harder than ever before with staff student ratios (1:16) that are vastly inferior to those in comparable European Universities (1:7) – our supposed benchmarks and our competitors. In short, we have modernised, we are more productive, we are responsive. I challenge our critics to prove that we are not but I am confident the challenge will not be taken up because they will not want to know the answer.

With all of this modernisation behind us, we entered the Benchmarking Process with some anticipation that, if the process was fair, we would see recognition of all that we had done. We were not entirely sanguine. At the back of our minds was a long-held belief that the process was fundamentally flawed, biased against people who provide services and particularly unsuited to the education section. But, it was the only game in town, and we engaged fully in hope of a fair hearing and a just result. It was rather like what used to be said about Elizabeth Taylor as she embarked on yet another marriage... the triumph of optimism over experience. What we got was a slap in the face. It was made all the more galling by the dawning realisation that there was never a real prospect of any increase. The exercise was cynical and designed to produce the result it did. It was a cynical exercise. We engaged in a parallel process on behalf of our Professors via the O'Brien review process. The arguments put to the O'Brien review were the same as put to the Benchmarking Body. I know, I was there, I put them. Yet, we obtained an aggregate increase of 13.4% in salary for our Professors and nothing for the rest of us. We rejoiced in our success for our Professors but it confirmed for us just how much a sham the Benchmarking Process was. There is nothing that has changed in the role of Professors that would justify opening the kind of salary gap that opened here. They are talented people but so are their colleagues. You really get a sense of how inexplicable the process was when you consider that Associate Professors in NUIG, who for historical reasons came under the remit of the O'Brien review, are also eligible for the same increase, while Associate Professors in UCD, considered by the Benchmarking Body, get nothing.

Maybe we were naïf and believed that fairness would win out. Perhaps we were foolish to engage with so much modernisation before we got paid for it or got even the promise of being paid for it. Well, we will be foolish no longer. Change will continue as it always has in the university but it will be our change agenda.

Towards 2016

Which brings me to the next challenge we face: The pay negotiations as part of *Towards 2016* will commence soon. We have signed up to *Towards 2016*. We did so with great reluctance and after a lot of soul searching. It was not so much that the increases were so poor, though they were poor. It was rather the manner in which we were forced to put our conditions of service on the table in order to get those

increases. At the time, we were assured that the increases would outstrip inflation. I cannot say that we believed that. All the signs were that inflation was deeply embedded in the economy and was here to stay. But we were assured and cajoled that it would not be case and that we would be better off 27 months down the road. We were right, those who sold us the deal were wrong, and we will trust our own judgements this time.

We recognise that the negotiations this time will be against the backdrop of difficult economic times. We understand economic realities as well as anybody else and our demands will be reasonable. But we take with a large grain of salt the demands for moderation from those sections of society who have shown no moderation in what they have awarded themselves and continue to award themselves. Whatever the level of increase achieved, we are determined that we will not sell our souls to get it. We have delivered change, we have delivered modernisation and we have done so in spades. We are owed for what we have done, we are not disposed to give any more before that debt is paid.

I will not tolerate anybody saying that we are against modernisation or change when we defend our terms and conditions of employment. It is there to be seen by anybody that cares to look. We perhaps expect this sort of comment from the 'other side' and from those elements of the media that are hostile to us. However, I take it ill when some trade unionists lecture us on the need to reform service delivery and to be responsive to a modern society. If these people have problems in their own sector, let them address them there. Do not attempt to tar us with that brush as a means of covering problems elsewhere.

It is our union's view (and it is will be debated further today) that our colleagues in Congress have to recognise that things have changed in the negotiations of national agreements. Heretofore, the conditions attaching to pay increases were generic and broadly based. We have seen in recent years the replacement of these conditions with quite specific demands on particular sectors, especially ours. These can descend to quite micro levels such a demand on us that we would use a particular software package to support learning. I do not think that Congress negotiators have realised the import of many of these local conditions and have been perhaps surprised by the sharpness of the attitude taken by the education unions, in particular, to the concept of an aggregate vote being taken in relation to national agreements. This has led us and other unions to take the view that it is unacceptable to have other unions effectively decide on changes that might have profound implications for our conditions of service. Congress needs to listen to this and to take appropriate steps to ensure that the underlying problem is addressed.

We fully support the ICTU's efforts in relation to securing fair and reasonable treatment for agency workers and other contract post holders. We do so because it is the right thing to do and not only because the drive to the bottom is not in our own interests. However, we have to look after the particular interests of our members too. To echo John White, General Secretary of the ASTI, who put it better than I could when he spoke at his recent annual conference: We, as teachers, have been in the vanguard of real reform in ensuring a quality education and we've had enough of populist so-called modernisation which simply places bureaucratic burdens on schools, involving endless paper trails which serve to distract us from our real work - producing a quality service'. If there is to be continuation of partnership and if there is to be a successful pay negotiation then this is the message that has to be heard. We will do everything we can to produce the best third level education for our students that is possible, even with the poor resources at our disposal. But we will not take on any more bureaucratic burdens, any meaningless initiatives that are designed to give the impression of action.

Partnership

Partnership is under pressure in the universities and much of the pressure derives from those meaningless bureaucratic burdens. We have seen an upsurge in industrial relations problems where people, our members, are being subjected to what only can be called harassment by administrators who have little idea of the core mission of a university. Many of these have been recruited from the private sector in recent times and cannot see any difference between education and producing fruit gums. Academics are seen as just parts of the production line who have no role other than to obey instruction and press appropriate buttons at particular times. This is not what education is about and it is not what a university is about. There is real, serious and long term damage being done to the collegial atmosphere of the universities. At the very least this will be manifested in an erosion of good will, something which universities rely on every day as our members act above and beyond the call of duty to get the job done. It may lead to more than that in the future and in the not too distant future at that. We are good at defending our members from this

kind of harassment but it is soul destroying to see us having to devote so much time to needless disputes when the external threats are so manifest. Those outside the union community are utterly vulnerable but the solution is easy. It does not take much effort to join a union though it is not a good idea to wait too long. As the old adage goes: 'Ní hé lá na gaoithe lá na scolb'.

The Future

I've outlined a challenging educational environment but we have to look to the future with optimism, at least in some areas. As a union, we are in better shape than ever before. Mike Jennings has been in post for just over a year and I want to take the opportunity to pay tribute to his enormous contribution over that year. Phyllis remains the stalwart she has always been and we are fortunate that we have such talent at the helm in Head Office.

And there is progress in our discussions with the other teacher unions. We have agreed a template that will facilitate increased consultation and mutual support. The Presidents and General Secretaries meet from time to time and we have held a very successful joint meeting of our Executives. It is clear to me that nothing but good can come from this increased level of co-operation. We have much to learn from each other and much we can share. We can continue to contribute the development of an education sector that will meet the needs of our society and we will!

C. RESOLUTIONS & REMITTED MOTION

POLICY

(1) PENSIONS & CONTRACT RESEARCHERS

This ADC resolves that it shall be the policy of IFUT that the deplorable situation whereby pensions have not been paid to Contract Researchers (in contravention of the EU Directive on Fixed-Term Work and the 2003 Act) should be immediately rectified without further delay by the IUA, the HEA and the Department of Finance and that full retrospection should be paid. The ADC also resolves that pension tax credits lost to Researchers due to delays from the above public bodies should be restored to them under Dáil legislation.

(2) PAY OF RESEARCHERS

This ADC resolves that IFUT shall endeavour to ensure that all Researchers are paid according to incremental salary scales and are afforded due and proper increases under National Pay Agreements. It is further resolved that Researchers be included in IFUT submissions to any National Pay Talks.

(3) CONTRACT RESEARCHERS – FUNDING FOR REPLACEMENT PERSONNEL

This ADC resolves that it shall be IFUT policy to seek that funding be made available to provide replacement personnel or contract extension for Contract Researchers on maternity leave/adoptive/parental leave.

(4) COMPLIANCE WITH NATIONAL LABOUR LAW

This ADC resolves that IFUT should seek agreement in the National Pay Talks that grant funding bodies such as SFI and IRCSET be obligated to ensure that public bodies administering salaries are in compliance with national labour law, in particular the Protection of Worker Fixed-Term Act and the Protection of Worker Part-Time Act, the Redundancy Acts and the Maternity Pay Acts.

(5) UNITY OF TEACHER UNIONS

This ADC warmly welcomes the recent moves to build and develop co-operation and unity of purpose by the four teacher trade unions ASTI, IFUT, INTO and TUI.

The ADC confirms the decision taken by IFUT Council at its 8 December 2007 meeting to endorse the terms of the Discussion Document on Proposals for a Federated Union (see attached).

(6) ACADEMIC FREEDOM, RESEARCH & WORKLOAD MODELS

This ADC notes with alarm the growing threat to Academic Freedom represented by the new culture of managerialism which seeks to direct and control every aspect of the working life of academics, including their research activity.

The ADC reasserts the central importance of academic autonomy and the pursuit of knowledge wherever it leads.

In this context, the ADC notes with approval the efforts of our colleagues in the ASA in Trinity College Dublin in drafting an important document which clearly sets out the issues which are fundamental for IFUT in dealing with the topics of research, workload models and academic freedom.

This ADC commits IFUT to bringing this document to finality and to seeking its endorsement by as wide a spectrum of stakeholders in higher education as is practical.

(7) POST BENCHMARKING/T2016 MARK 2 PAY TALKS STRATEGY

This ADC notes with great disappointment the failure the Benchmarking Report to recommend any pay increase to academics despite the provision by IFUT of a submission setting out a very impressive case based on productivity and relativities.

The ADC confirms that IFUT members are not prepared to continue giving productivity concessions which are not paid for.

Therefore, we assert that our strategy in the forthcoming T2016 Pay Negotiations will be based on the following principles:

- (a) We will insist on the right to sectoral level productivity bargaining.
- (b) If this is not conceded we will campaign vigorously against any National Pay Agreement.
- (c) If such an Agreement is put in place despite our campaign, we reserve the right to take unilateral action in defence of our members' interests.

(8) DELAYS IN PAYMENTS OF NATIONAL PAY AWARDS

IFUT demands that National Pay Awards are promptly implemented and not unduly delayed by intermediate bodies such as the HEA

(9) DISCREPANCIES ARISING FROM BENCHMARKING

IFUT deplores the large discrepancy that has arisen in Lecturer scales with respect to Professorial and other scales as a result of Benchmarking and calls on IFUT to seriously address this issue

(10) CHANGES TO UNIVERSITY STATUTES

IFUT is requested to closely monitor changes proposed by the Universities to statutes relating to Departments and individual Lecturers and Professors, and to exercise due vigilance that existing rights are not eroded.

(11) PROMOTION TO CAREER GRADES SUCH AS SENIOR LECTURER

That this ADC demands that promotion to career grades such as Senior Lecturer should be based on the objective evaluation of the candidate's record against clear benchmarks, without reference to annual quotas, and without competition between candidates, or ranking of the candidates.

(12) GENDER BALANCE

That IFUT will put the necessary procedures in place to guarantee gender balance in the Executive committee, Council and other management structures within the union.

(13) CAREER BREAKS, JOB SHARING, UNPAID LEAVE ETC.

This ADC resolves that IFUT will endeavour to ensure that all academics are afforded an opportunity to avail of career breaks, job sharing, unpaid leave of absence and other flexi-time working arrangements in their places of employment so as to support academic staff in reconciling work and family life.

(14) PENSIONERS & FUTURE PAY INCREASES

This ADC resolves that IFUT will endeavour to ensure that any future pay increases that may be awarded under National Pay Agreements will continue to be paid to pensioners. IFUT rejects the notion that pay increases that are subject to increased productivity on the part of current workers in the HE sector are not applicable to pensioners due to the fact that they are retired from the workforce.

(15) OVERHEAD COSTS ASSOCIATED WITH RESEARCH

This ADC resolves that it shall be IFUT policy that full overhead costs associated with the execution of any research carried out by academics on behalf of the State, industry or other private body will be borne by the research clients.

(16) HIGHER EDUCATION/IFUT COUNCIL

This ADC proposes that at least one meeting of Council held annually will concern itself with the discussion of professional, non-trade union related matters concerning higher education.

(17) PROMOTIONS IN ROYAL IRISH ACADEMY

This Annual Delegate Conference of IFUT finds entirely unacceptable a document received yesterday, 18th April 2008, from the Executive Secretary of the Royal Irish Academy, explicitly ruling out promotion for that institution's staff "whether based on service or performance".

The ADC commits IFUT to redouble its efforts to get this reprehensible "zero promotions" policy reversed, and also

calls upon those IFUT members who are involved in the governance of the Academy, while themselves being employed elsewhere or retired, to play their full parts individually in getting the policy corrected forthwith.'

REMITTED MOTION

SPECIAL MEMBERSHIP RATES FOR CONTRACT RESEARCHERS

IFUT is called upon to offer Contract Researchers a special introductory membership rate of €120 per annum for the first three years of membership

RULES

This ADC notes that the Council of IFUT discussed proposals to amend the Rules of IFUT at its meetings in December 2007, January 2008 and February 2008.

Arising from those discussions, this ADC agrees to make the following changes to the Rules of IFUT.

Rule 3 (b) On line 3 delete "Council" and insert "the Executive".

Rule 3 (b) (iii) On line 4 delete "Council" and insert "the Executive".

Rule 6 (a) (ii) On line 3 delete "Council" and insert "the Executive".

Rule 8 (a) Delete all words after "Federation" on line 4.

Rule 8 (b) Insert new clause after clause (b) (i) as follows:

Outgoing President or Incoming President (ii) "The Outgoing President of the Federation or the Incoming President of the Federation as appropriate ex-officio."

Rule 8 (b) (v) Delete all.

Consequential renumbering:

Renumber existing **Rules 8 (b) (ii), (iii) and (iv) to (iii), (iv), and (v) respectively.**

Rule 9 (a) In line 1 delete "five" and insert "three".

Rule 9 (b) In line 2 delete "five" and insert "ten".

Rule 9 (c) Delete all and replace with "The quorum for a meeting of Council shall be one-third of the validly appointed representative members of Council. A meeting declared to be quorate shall be deemed to remain so unless challenged by a member of Council. A meeting which is declared inquorate may decide to take decisions on routine business following a resolution to that effect. In such circumstances, no decisions shall be taken on more serious matters, although the collective or majority views of those present on any issue may be recorded. The Chair shall decide on the

status of the business in this respect, subject to ratification of this judgement at the immediately subsequent quorate Council, if this is then called for by any Council member”.

Rule 9 (d) After “written notice” on line 1 insert the words “whether in paper or electronic form, of the meeting together with an agenda”.

Rule 9 (h) On line 1 delete the words “and, in the President’s absence,” and insert the words “In the absence of the President, the Incoming or Outgoing President (as appropriate) shall take the Chair and in his/her absence”.

Insert **new Rule 9 (i)**

“Business The Executive Committee of the Federation shall report to each Council meeting on the activities of the Executive since the last meeting of the Council.”

Rule 10 Retitle Rule to read “Council and Executive Subcommittees”

Rule 10 (a) Delete all and insert

“Committees (a) The Council of the Federation and the Executive of the Federation shall have power independently to appoint committees.”

Rule 10 (b) In line 1 after “Council” insert “or the Executive, as appropriate”.
In line 3 delete “Council” and insert “they”.

Rule 10 (c) Delete all and insert “Committees shall report to the body that appointed them”.

Rule 11 In the title delete “Executive” and insert “The President”.

Rule 11 (a) Delete all and insert “

“President (a) There shall be a President of the Federation elected from the members of the Federation”.

“Term (b) The term of office of the President shall be two years beginning at the end of the Annual Delegate Conference at which he or she assumes office.”

Existing **Rule 11 (b)** now becomes **11 (c)**.

Rule 11 (b) (i) Delete all and insert

“INCOMING PRESIDENT”(c)

“Request for Nominations (i) During the first year of office of the President of the Federation, nominations for the post of Incoming President shall be requested by the General Secretary from all members of the Federation not less than six weeks prior to the date of the Annual Delegate Conference in question.”

Rule 11 (b) (iii) In line 2 before “Presidency” insert “Incoming”.

Rule 11 (b) (iv) In line 2 before “Presidency” insert “Incoming”.

Rule 11 (b) (vii) Delete all and replace with

“Result (vii) The result of the election will be notified to the Annual Delegate Conference and the person so elected will be designated Incoming President from the conclusion of the ADC.”

“Assumption of Office” (viii) The person elected as Incoming President will become President of the Federation at the conclusion of the Annual Delegate Conference at which the current President of the Federation completes his or her term of office.”

Rule 11 (c) Delete all.

Rule 11 (d) Delete all and replace with

“OUTGOING PRESIDENT(d)” Upon completion of his/her term of office as President of the Federation, he/she shall become the Outgoing President and serve for one further year in that role.”

Rule 11 (e) Delete all and replace with

“Vacancy In the event of the President becoming unable, either through protracted absence or through incapacity, to carry out the duties of that office, Council may, on the recommendation of the Executive, declare the office to be vacant. The Incoming President will immediately assume the office of President. He/she will continue to serve for two years from the ADC immediately following his/her assumption of office. In the event that there is no Incoming President, the Outgoing President will assume the role of President until such time as an election for President, conducted in accordance with the procedures outlined above for the Incoming President, has taken place and a person appointed to the role. In the event of the post of Incoming President becoming vacant due to resignation, death or dismissal, Council shall, at its next meeting after the notification of such vacancy, set in motion the procedures to elect an Incoming President as provided for in this rule.”

Rule 11 (g) Delete all.

Rule 11 (h) Delete all.

Rule 11 (i) Delete all.

Rule 12 Delete all and replace with

“Rule 12”

“EXECUTIVE”

“MEMBERSHIP (a) The Executive of the Federation shall consist of the President, the Outgoing President or the Incoming President as appropriate, the Vice President-Finance and the ordinary members as provided for in Section (b)”.

“VICE PRESIDENTS AND MEMBERS (b) Ordinary members of the Executive shall be nominated by Branches of the Federation at the same time as the nomination of Council members. Each full Branch of the Federation shall be entitled to nominate one person as a member of the Executive. In so far as is practicable, any person nominated by a Branch in this manner should be an office holder in that Branch. The members of the Executive so nominated shall be representatives of their respective Branches and each Branch may nominate an alternate member for specific meetings of the Executive. At its first meeting, the Executive shall elect a Vice President-Finance from amongst its members.”

“EXECUTIVE TERMS (c) Members of the Executive (other than the President, Incoming or Outgoing President as appropriate) may not serve on the Executive for more than four consecutive years.”

“Vacancy (d) In the event of a member of the Executive, other than the President, Incoming President or Outgoing President, becoming unable, either through protracted absence or through incapacity, to carry out his/her duties of that office, the Branch of which he/she is a representative may nominate a replacement member of the Executive.”

“Quorum & Votes (e) The quorum for meetings of the Executive shall be one-third of its members and every question shall be decided by a simple majority of the members present.”

“Bye-Laws & Casting Vote (f) The Executive is empowered to draw up, amend or repeal bye-laws for the conduct of its meetings. The President shall have a casting and a deliberative vote at meetings of the Executive.”

“Executive Powers & Duties (g) The Executive shall have the authority conferred on it under these Rules but is generally responsible for the implementation of IFUT policy and the management of the affairs of the Federation on a day-day basis. It shall report to the Council of the Federation on the discharge of its duties at each meeting of the Council. Where a majority of the Council, expressed in a motion properly put and voted upon, is of the view that any action of the Executive is not in accordance with IFUT policy, the Executive shall take the necessary steps to meet the wishes of the Council in that regard.”

Rule 13 (a) On line 6 following “appointed by” delete “Council following the recommendation of the Executive” and insert “the Executive following procedures approved by Council. The contract of employment shall specify the nature of the relationship between the General Secretary and the Federation.”

Rule 14 (a) On line 3 delete “Council” and insert “the Executive”
On line 6 delete “Council” and insert “the Executive”
On line 8 delete “Council” and insert “the Executive”

Rule 15 (g) Delete “CCL” and insert “EXECUTIVE”
Line 1 delete “Council” and insert “Executive”

Rule 15 (h) Line 1 delete “Council” and insert “Executive”

Rule 16 (a) (ii) On line 1 delete “Council” and insert “Executive”

Rule 16 (b) On line 3 delete “Council” and insert “Executive”
On line 4 delete “Council” and insert “Executive”

Rule 16 (b) (i) Delete all and insert

“Ballot(i) A secret ballot among all full members on the issue is held as to whether to take such action.”

Rule 16 (c) On line 1 delete “Council” and insert “Executive”

Rule 17 (e) Add after “delegates” the words “notified to Head Office in advance of the meeting”

Rule 17 (f) Add to the title “& EXECUTIVE”
On line 2 after “Council” insert “or the Executive”

On line 3 after “meeting” insert “or the Executive meeting as appropriate”

Add New Rule 22 as follows:

“Rule 22”

“Implementation”

“IMPLEMENTATION” (a) These rules shall come into force immediately following the Annual Delegate Conference at which they are adopted.”

“FIRST ACTION” (b) Within three months of the coming into force of these rules, the Executive shall initiate an election for the post of Incoming President as provided for in Rule 11. Upon the successful completion of that election, this clause shall automatically be deleted from these rules.

SCHEDULE Should now read “Pursuant to Rules 8 (b) (iii) and (c)”

APPENDIX Should read “**Designations** *Under Rule 3 (b) (iv)*”

Draft Rule Changes Proposed by the Executive at its Meeting on 19 March 2008

This Annual Delegate Conference agrees to the following amendments to the Rules of IFUT.

(1) Rule 6 (c) (viii) – Timing of AGMs Delete all existing paragraph and replace with the following words “The holding of the Annual General Meeting of the Branch”.

(2) Drafting Changes –

Rule 8 (b) (iii) Substitute the word “Chair” instead of “Chairman” or “Chairwoman”.

Rule 9 (f) Substitute the word “Chair” instead of “Chairman” or “Chairwoman”

(3) Timing of Annual Delegate Conference – Rule 17 (k) Delete all of the existing wording and replace with the following: “The President, in consultation with the Executive, shall fix the date of the Annual Delegate Conference each year”.

(4) Rule 14 (i) – Election of Trustees - Add at end of clause “Trustees should meet at least twice per year”.

(5) Rule 17 (g) – Delegates - On line 7 after “concerned” insert “The General Secretary and”.

Proposer: Executive

(6) Rule 19 (e) – Availability - Delete “Every person, other than a member given the provision of Rule 4 (c),”. Insert “Every member of the Federation”.