



# THIRD LEVEL ISSUES – PROGRESS MADE, CAMPAIGN CONTINUES

## Half of 'flex' hours to be re-designated from 1st January 2017

As provided for in the *DES/TUI Agreement, May 2016*, Circular Letter 52/2016 confirms that, from 1st January 2017, half of the two additional 'flex' hours for Institute of Technology lecturing staff will be re-designated to wider duties other than teaching, that are within the scope of the lecturing contract.

## Major advance in battle against casualisation

The Cush report on Fixed-Term and Part-Time employment in Third Level was published in May 2016. Procedures for its implementation are set out in Circular Letter 41/2016. In summary:

- A contract of indefinite duration (CID) may now be offered following a period of continuous employment in excess of 2 years with the same employer (the national, statutory standard is 4 years).
- Qualifying period for an enhanced CID (for any additional hours) is reduced to one year from 4 years.
- In advance of advertising any posts/hours, an Institute must undertake a review of existing lecturing staff (who are on less than full hours) to ascertain if any of them are qualified to undertake the additional hours. If the Institute has a suitably qualified part-time lecturer, the hours/post must be offered to him/her in advance of the advertising of the hours/post.

## HPAL issue regarding mix of pro-rata and HPAL hours after conversion to pro-rata AL

The Department of Education and Skills has confirmed that where an individual has had his/her post converted from Hourly Paid Assistant Lecturer (HPAL) to pro-rata Assistant Lecturer under the HRA conversion process, all additional lecturing hours will be remunerated at the pro-rata Assistant Lecturer rate.

## Campaign for pay parity and faster pay restoration

Securing full pay parity for all post-1st January 2011 entrants and faster pay restoration for all members are key priorities for TUI.

- It is the union's unambiguous expectation – supported by ICTU - that the Public Service Pay Commission will address the inequity of differential pay rates. Our campaign will continue until full pay parity has been achieved
- TUI will also demand full pay parity and faster pay restoration for all through any collective discussions which may commence

## Lecturing workload review

A review of matters relevant to lecturing (secured in *DES/TUI Agreement, May 2016*) commenced in November 2016. The review will have regard to:

- as a priority, usage of the full flex hours for duties other than teaching in accordance with institute needs
- the current workload of lecturers
- maintaining and enhancing the quality, effectiveness and efficiency of education within Institutes of Technology
- other developments in the sector that are relevant to the lecturing role