



The Labour Relations Commission
An Coimisiún um Chaidreamh Oibreachais

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15th July 2014

C-146597-14

Annette Dolan
TUI

Philip Crosby
Department of Education & Skills

Re: Redeployment Arrangements for the IOT Academic Staff

The Labour Relations Commission engaged with the parties in respect of the above matter which was referred to the LRC under the HRA, both parties have agreed to recommend the following for acceptance,

- It was clarified and agreed that the parties will engage in a consultation process in respect of the appointment of a Redeployment Director and the drafting of an appeal form in accordance with the provisions of paragraphs 10 and 22 of the redeployment arrangements. Both parties will expedite the appointment of advisor(s) to the Director as part of these consultations.
- The progression provisions that apply regarding Assistant Lecturer to Lecturer will continue to apply in the event of an Assistant Lecturer being redeployed outside of lecturing.
- In relation to paragraphs 4 and 15 of the redeployment arrangements, it is implicit and noted that every reasonable effort will be made in the first instance, to retain Lecturers within the profession in their particular Institute. In such circumstances, priority will be given to re-assignment to academic positions.
- In relation to paragraph 30, it was clarified that amongst other things, this includes voluntary transfer to a vacancy in another IOT where the 45 KM limit is exceeded. This will be subject to the agreement of the receiving Institute.
- In accordance with best practice principles, it is open to either party to seek to review this process at a later date.

Pending the outcome of the TUI decision making process and this dispute resolution process, the TUI agree to operate the Redeployment Scheme as agreed at the IOT forum in April 2014, and the Department agrees to withdraw its instruction to the institutes on 3rd July

“not to proceed with the issuing of CID’s to academic staff after 3 years and the conversion of Hourly-paid and Associate Lecturers to Assistant Lecturers”.

In that context, the Department and Institutes and the TUI will continue to participate fully in the Expert Group of fixed-term and part time employment in lecturing.

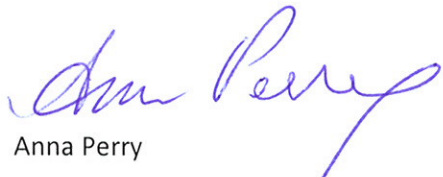
Commission members

Breege O'Donoghue, Chair
Brendan McGinty
Fergus Whelan
Gerard Barry
Iarla Duffy
John Hennessy
Peter McLoone

Kieran Mulvey (Chief Executive)

The Commission urges all involved to give the most serious constructive consideration to the terms set out above. If either party rejects this proposal it is considered withdrawn and has no future status.

Please revert back to the Commission as soon as is possible .



Anna Perry
Deputy Director, Conciliation Services