

Action plans linked to the reform agenda outlined in the proposed agreement - '*Building Momentum – A New Public Service Agreement 2021 – 2022*' are to be developed by sectoral management in consultation with unions and representative association in each of the sectors (See Chapter 1). These plans will establish objectives, deliverables and timelines, and will be signed off by the Secretary General of the relevant Department and submitted to the Department of Public Expenditure and Reform. Plans will be published by the relevant Department.

Action Plan – Sector: Higher Education Sector - Department of Further and Higher Education, Research, Innovation and Science

The Sectoral Action Plan will take full cognisance and have full regard to existing collective agreements between the parties on all issues comprehended by the Sectoral Action Plan and existing industrial relations processes in place in relation to all aspects of the Sectoral Action Plan. The Sectoral Action Plan will have regard to commitments to public sector apprenticeships, as detailed in the Government's Action Plan for Apprenticeship and commitments in relation to apprenticeships and traineeships contained in "Building Momentum".

PRIORITY 1			
Build on the commitments and flexibilities to improve service delivery			
Building Momentum - 1.3.1, 1.3.2, 1.3.5			
<u>ACTIONS</u>	<u>OUTCOMES</u>	<u>TIMEFRAME</u>	<u>MEASURES</u>
<p>Build on the experience and learnings of working through Covid 19 and continue to engage and negotiate to develop these new ways of working, that take advantage of the learnings from blended working and remote delivery.</p> <p>Cooperation with meaningful negotiations on the implementation of a full-spectrum of online course delivery that reflects the equality of experience for students, including access to recorded lectures for a defined period of time.</p> <p>Following consultations, the implementation of blended learning policies and assessment methods across all appropriate programmes to allow online completion.</p> <p>The introduction of negotiated agile and flexible working policies that will support the HEIs in delivering a new education model that equips graduates for the changing workplace.</p> <p>Agreement to introduce agreed enabling processes to reflect the developing digitisation of the workplace that graduates will be entering.</p>	<p>Builds on the achievements of the online provision of third level education experienced during the Covid crisis and continued cooperation with regard to flexibilities and change to support effective responses to Covid 19.</p> <p>Ensures a quality student learning experience.</p>	<p>Q1 2021 – Q4 2022</p>	<p>Ongoing cooperation with the public service response to the Covid-19 crisis, including Emergency Remote Teaching.</p> <p>Sustains the spirit of public service agility and delivery demonstrated during the COVID-19 crisis.</p>

PRIORITY 2**Business, operational, policy changes to meet strategic objectives****Building Momentum – 1.2.1**

<u>ACTIONS</u>	<u>OUTCOMES</u>	<u>TIMEFRAME</u>	<u>MEASURES</u>
<p>Cooperate with the implementation of measures to ensure efficiencies, cost savings and values for money in relation to service delivery, in recognition of ongoing employment controls and resource constraints.</p> <p>Continued co-operation, engagement and support of all employees with the established processes and agreements in the establishment of the Technological University sector and the integration of administrative processes across multi-campus.</p> <p>Where required, support the HEI's in the development of enhanced organisation design to facilitate strategic objectives and engage appropriately with the concept.</p> <p>Cooperate with engagement on the reform of student services to ensure a person-centred, holistic approach to student development, entailing greater flexibility in the delivery of such services in the multi-campus environment of HEIs.</p> <p>Where applicable, cooperate and engage on the use of unsupervised tutors and demonstrators where appropriately required noting the terms of the PCW.</p>	<p>Creates internal efficiencies to deliver an improved service to students.</p> <p>Ensures the successful merging of the IOTs into Technological Universities and secures the future efficient and effective operation of the new TUs.</p> <p>Creates internal efficiencies to deliver an improved service to students.</p>	<p>Q1 2021 – Q4 2022</p>	<p>Measures implemented to increase internal efficiencies.</p> <p>Cooperation with the changes and work practices due to the establishment of new organisations.</p>

PRIORITY 3**Increased flexibility in the resourcing model to deliver better services****Building Momentum – 1.5.3, 1.5.4,**

ACTIONS	OUTCOMES	TIMEFRAME	MEASURES
<p>To engage in meaningful consultations to negotiate:</p> <ul style="list-style-type: none">▪ an agreed Multi-Disciplinary Teams and a flexible workforce model, including flexibility around traditional organisation of teams/grade/attendance demarcations.▪ revised allocation of responsibilities across Faculties and Support units for digital innovation to match HEI strategic ambitions.▪ the re-assignment of appropriate duties as a result of rationalisation and harmonisation of system unification.▪ where duties are aligned as part of the development of TU's and the reassignment of employees to other duties at an appropriate level elsewhere on the same campus.	Improved service delivery to students.	Q1 2021 – Q4 2022	Measures implemented to support greater movement of staff between business units.

PRIORITY 4**Engagement with new and emerging technology****Building Momentum – 1.4.1**

ACTIONS	OUTCOMES	TIMEFRAME	MEASURES
<p>Cooperate with engagement on new technologies, unified IT systems, Management Information Systems and undergo the relevant training required.</p> <p>Acceptance of pay cycle adjustments – e.g. from weekly to fortnightly to facilitate process efficiency except where existing referrals are in current IR processes.</p> <p>Where applicable, acceptance of the move from physical to electronic payslips as part of an improved service delivery model.</p>	<p>Using technology to create efficiencies and synergies to streamline operations with the use of shared services, allowing organisations to focus on core business.</p>	<p>Q1 2021 – Q4 2022</p>	<p>Supporting the HEIs to meet the challenges of implementing unified and shared IT systems</p>



Signature: _____

Jim Breslin
Secretary General

Date:

09/06/2021