Higher Education Action Plan Reporting

Department of Further and Higher Education, Research, Innovation and Science

Higher Education (HE) Progress Report – September 2021

This is a report on progress made in delivery of reforms outlined in the HE sectoral action plan developed in line with Building Momentum.

Priority 1			
Action	**Outcome**	**Measure**	**Progress report update and achievements August 2021**
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.	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.	Ongoing cooperation with the public service response to the Covid-19 crisis, including Emergency Remote Teaching. Sustains the spirit of public service agility and delivery demonstrated during the COVID-19 crisis.	There has been ongoing cooperation from staff across the sector with regard to the response to the Covid-19 crisis, including Emergency Remote Teaching and in the delivery of services remotely.
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.	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. Ensures a quality student learning experience.	Ongoing cooperation with the public service response to the Covid-19 crisis, including Emergency Remote Teaching. Sustains the spirit of public service agility and delivery demonstrated during the COVID-19 crisis.	Staff continue to cooperate with delivery of services in a blended/remote way while preparing for return to Campus for the new term.

Following consultations, the implementation of blended learning polices and assessment methods across all appropriate programmes to allow online completion.	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. Ensures a quality student learning experience.	Ongoing cooperation with the public service response to the Covid-19 crisis, including Emergency Remote Teaching. Sustains the spirit of public service agility and delivery demonstrated during the COVID-19 crisis.	Cooperation ongoing with the implementation of blended/remote learning and assessment methods across all appropriate programmes to allow online completion.
The introduction of negotiated agile and flexible working policies that will support the Higher Education Institutions (HEIs) in delivering a new education model that equips graduates for the changing workplace.	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. Ensures a quality student learning experience.	Ongoing cooperation with the public service response to the Covid-19 crisis, including Emergency Remote Teaching. Sustains the spirit of public service agility and delivery demonstrated during the COVID-19 crisis.	Focus has been on a greater campus experience for the coming year and engagement with stakeholders is to commence to develop a draft Hybrid Working Policy
Agreement to introduce agreed enabling processes to reflect the developing digitisation of the workplace that graduates will be entering.	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. Ensures a quality student learning experience.	Ongoing cooperation with the public service response to the Covid-19 crisis, including Emergency Remote Teaching. Sustains the spirit of public service agility and delivery demonstrated during the COVID-19 crisis.	Staff continue to cooperate with delivery of services in a blended/remote way

Priority 2			
Action	**Outcome**	**Measure**	**Progress report update and achievements August 2021**
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.	Creates internal efficiencies to deliver an improved service to students.	Measures implemented to increase internal efficiencies.	The HEIs continue to engage with the partners on measures to ensure efficiencies, cost savings in relation to service delivery.
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.	Ensures the successful merging of the IOTs into Technological Universities and secures the future efficient and effective operation of the new TUs.	Cooperation with the changes and work practices due to the establishment of new organisations.	Work has advanced well in the new technological universities to progress merging of IT systems (e.g. HR/Payroll, and Finance Management) and to ensure alignment of processes.
Where required, support the HEI's in the development of enhanced organisation design to facilitate strategic objectives and engage appropriately with the concept.	Creates internal efficiencies to deliver an improved service to students.	Measures implemented to increase internal efficiencies.	There has been ongoing cooperation in supporting the HEIs with reforms to facilitate strategic objectives.
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.	Creates internal efficiencies to deliver an improved service to students.	Measures implemented to increase internal efficiencies.	Staff representatives continue to engage with the HEIs in the reform of student services.
	Creates internal efficiencies to deliver an improved service to students.	Measures implemented to increase internal efficiencies.	There has been cooperation where applicable in the HEIs.

Priority 3			
Action	**Outcome**	**Measure**	**Progress report update and achievements August 2021**
To engage in meaningful consultations to negotiate: * 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 for Students	Measures implemented to support greater movement of staff between business units	There has been engagement and cooperation from all parties with regard to taking measures to improve service delivery for students.

Priority 4			
Action	**Outcome**	**Measure**	**Progress report update and achievements August 2021**
Cooperate with engagement on new technologies, unified IT systems, Management Information Systems and undergo the relevant training required.	Using technology to create efficiencies and synergies to streamline operations with the use of shared services, allowing organisations to focus on core business.	Supporting the HEIS to meet the challenges of implementing unified and shared IT systems	Cooperation has been ongoing on a number of new initiatives in the HEIs.
Acceptance of pay cycle adjustments – e.g. from weekly to fortnightly to facilitate process efficiency except where existing referrals are in current IR processes.	Using technology to create efficiencies and synergies to streamline operations with the use of shared services, allowing organisations to focus on core business.	Supporting the HEIS to meet the challenges of implementing unified and shared IT systems	This does not impact all HEIs and is the subject of a Labour Court hearing in one HEI.
Where applicable, acceptance of the move from physical to electronic payslips as part of an improved service delivery model.	Using technology to create efficiencies and synergies to streamline operations with the use of shared services, allowing organisations to focus on core business.	Supporting the HEIS to meet the challenges of implementing unified and shared IT systems	This is not applicable for all HEIs as some have already moved to electronic payslips and those currently impacted are engaging on the process.

Signature: _____

Jim Breslin

Secretary General

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