Higher Education Action Plan Reporting

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

Higher Education (HE) Progress Report – December 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 end Dec 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.	Many of the elements of the practices adopted since March 2020, including online course delivery, have had to be continued in order to optimise the student experience and the workplace environment. This includes Emergency Remote Teaching and in the delivery of services remotely. Staff have continued to cooperate and engage 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	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	Ongoing cooperation with the public service response to the Covid-19 crisis, including Emergency Remote Teaching. Sustains the spirit of public	There has been continued cooperation with blended learning and remote delivery in Semester 1.

recorded lectures for a defined period of time.	effective responses to Covid 19. Ensures a quality student learning experience.	service agility and delivery demonstrated during the COVID-19 crisis.	
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.	Some existing programmes are being delivered in a hybrid manner with policies currently limited to the period agreed for Emergency Remote Teaching.
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.	A number of HEIs are currently in a transition phase, between emergency remote working, and more long-term post Covid arrangements. Future facing remote working policies to be considered.
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.	The Sector continues to embrace new technologies.

Priority 2			
Action	**Outcome**	**Measure**	**Progress report update and achievements end Dec 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 sector is continuing to take measures to ensure cost savings and efficiencies to deliver an improved service to students.
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.	There has been ongoing cooperation with the establishment of the Technological Universities and the integration 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.	The HEI's have been engaged in reforms to facilitate strategic objectives and there has been continued cooperation and support.
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.	The reform of student services is ongoing.
Where applicable, cooperate and engage on the use of unsupervised tutors and	Creates internal efficiencies to deliver an improved service to students.	Measures implemented to increase internal efficiencies.	Where applicable, there has been cooperation in the HEIs.

demonstrators where appropriately required noting the terms of the PCW.			
Priority 3			
Action	**Outcome**	**Measure**	**Progress report update and achievements end Dec 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	The parties continue to engage and cooperation to improve service delivery for students.

Priority 4			
Action	**Outcome**	**Measure**	**Progress report update and achievements end Dec 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	There has been ongoing cooperation on a number of new initiatives with regards technology in the sector.
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	Where specific IR concerns have arisen, these have been addressed through the appropriate dispute resolution channels.
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	Where applicable, there has been cooperation in the HEIs.

Jim Breslin

Signature: _____
             Jim Breslin
             Secretary General

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