

NCIR BULLETIN

NCIR
NATIONAL COLLEGE OF
INDUSTRIAL RELATIONS

Vol. 11 No. 4

SPRING 1996



Dr. P.J. Moriarty, Chairman of the NCIR Governing Body (left), pictured making a presentation to Dick Spring T.D., Tánaiste and Minister for Foreign Affairs, to mark his visit to NCIR and his participation in the College's Lunchtime Lecture series.

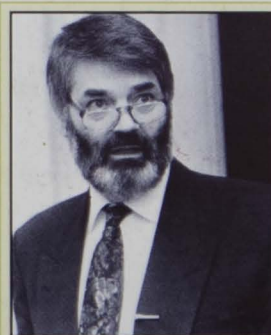
GOVERNMENT LEADERS EXPLORE VISIONS OF LEADERSHIP IN NCIR LECTURES

An Tánaiste, Mr. Dick Spring, T.D., Minister for Foreign Affairs and Leader of the Labour Party was a recent guest speaker at NCIR's public lunchtime lecture series entitled 'Leadership : Making Vision a Reality'. During the course of his address, An Tánaiste outlined what he sees as the primary responsibilities of leadership; firstly, communication - the ability to talk, convey messages and, importantly, the ability to listen to what people want their leaders to hear. Secondly, the responsibility to make

choices, particularly hard choices - choices to survive retrenchment, choices to make the transition from retrenchment to growth and choices to ensure growth is maintained and that the fruits of growth are wisely managed and fairly distributed. Thirdly, An Tánaiste sees the responsibility of vision as being a key responsibility of leadership and in many ways he sees this as being the most difficult - "without vision, politics is sterile". The lecture, which attracted a capacity audience, was followed by a lively question and answer session.

Proinsias De Rossa, T.D., Minister for Social Welfare and Leader of Democratic Left visited NCIR in February to share his views on

leadership with the lunchtime audience. Minister De Rossa, who claimed "not to be a visionary but to have vision" explained how his vision led him away from nationalism and towards socialism and led, over time, from Fianna Eireann to Daíl Eireann. He went to explain that his vision of society is "a society governed by the principles of liberty, equality and solidarity" and this vision can "only be realised by means of democratic socialism". This, according to Minister De Rossa, was the understanding that led to the foundation of Democratic Left four years ago.



Proinsias De Rossa, T.D., Minister for Social Welfare and leader of The Democratic Left Party - a recent guest speaker at the NCIR Lunchtime Lecture Series.

Copies of An Tánaiste's, Minister De Rossa's and all lectures from lunchtime lecture series will be published by NCIR and available for purchase in the coming months.

NCIR Open Day
Saturday 13 April,
11.00 a.m. to 3.00 p.m.
Information and advice for
school-leavers and mature
students. Please display /
circulate Open Day poster
included with this
magazine.



Professor Trevor Smith, Vice-Chancellor, University of Ulster, was the first of three speakers who delivered a lecture as part of the NCIR/Bank of Ireland lecture series entitled "Transitions and Directions in the New Millennium". Professor Smith addressed the topic "Higher Education: Institutional Structures for the 21st Century. He is pictured here (centre) with, left to right, Professor Joyce O'Connor, President, NCIR, John Walshe, Educational Correspondent, Irish Independent, who chaired the meeting, Mrs. Julia Smith and Dr. Brendan Goldsmith, President, DIT.

PCW-RIP! ARE NATIONAL AGREEMENTS DEAD?

The topic of the mortality (or otherwise) of national agreements amongst the social partners is currently an issue of lively debate. This debate was at it's liveliest and, given the calibre of speakers, at it's most informed at the NCIR Graduates Association Second Annual Questions and Answers Forum which took place in NCIR on Thursday, 22 February. Speakers at the

Forum included Pat Rabbitte, T.D., Minister for Commerce, Science and Technology,



Participants in the Graduates Association Forum, left to right, Mary O'Rourke, T.D., Minister Pat Rabbitte, Ingrid Miley (Chairperson) and Jimmy Somers (Vice-President, SIPTU).

Mary O'Rourke, T.D., Deputy Leader of Fianna Fail and Spokesperson on Enterprise and Employment, Jimmy Somers, Vice-President, SIPTU and Pat Delaney, Small Firms Association. The Forum was chaired by Ingrid Miley, RTE. Following a short address by each speaker the discussion was thrown open to the floor. The Forum, which concluded with a cheese and wine reception, was

sponsored by the Bank of Ireland. It was attended by NCIR graduates, faculty, staff, students and friends of the College.

NCEA TO APPROVE TRADE UNION COURSES

An NCEA Panel, having recently examined an NCIR submission are to recommend NCEA Council approval for a One Year Certificate and a National Certificate in Business Studies (Trade Union Studies) course. These courses were recognised by the NCEA Panel as both being innovative and as addressing a national need in terms of

access to work-related education. The courses, which will be offered in Dublin and in regional centres, are part of ICTU and its affiliated unions' plans to develop a Trade Union Studies Centre at NCIR. They represent a unique partnership between NCIR and the trade union movement to provide accreditation and progression routes for potential students who otherwise might not have access to the national framework of educational qualifications.



Congratulations! Eddie Marron and Cora McKenna were the joint-winners of the Eastern Health Board's Student of the Year Award (Diploma in First-Line Management [Supervision]). They are pictured here with, left to right, Catherine McTiernan and Jim Walsh (Course Co-ordinators, Eastern Health Board) and Dr. Noel Harvey (NCIR Course Administrator).



The conferring of NCIR Honorary Fellowships took place in NCIR in September. Pictured following the conferring ceremony are, left to right, Fr. Lawrence J. Murphy (Provincial of the Irish Province of the Society of Jesus and Honorary Fellow), Bernard Breen (Proposer), Ita Meehan (IBEC representative on NCIR Governing Body and Honorary Fellow), Finbarr Flood (Deputy-Chairman, Labour Court and Member of NCIR Governing Body), Christy Kirwan (Chairman of FÁS and Honorary Fellow), Professor Joyce O'Connor (President, NCIR), Paddy Wright (Chairman/Chief Executive, Smurfit Ireland and Honorary Fellow), Dr. P.J. Moriarty (Chairman, NCIR Governing Body), John Dunne (Director General, IBEC and Proposer) and Chief Justice Thomas Finlay (Proposer).

OFF-CAMPUS STUDENTS USE OF NCIR COMPUTER FACILITIES

The computer laboratory in NCIR has been significantly upgraded recently and a Local Area Network (LAN) has been installed. Off-campus students who wish to use the laboratory need to have a user name and password to access the computer facilities and should contact Antoinette Manning in the Outreach Department, NCIR with their student number, name and course code. Students will be sent a user name and password by post within a week.

OUTREACH DAY IN NCIR

Saturday 13 April has been officially designated 'Outreach Day in NCIR!' On that day, the College doors will be thrown open to all Outreach students and faculty. Events will include Workshops on Continuing Education

Opportunities, Career Management and Planning and Examinations, meetings with NCIR staff and students, Outreach faculty in-service

training, inter-Outreach class competitions, an address by the NCIR President, guest speakers and group/class photographs.

GRADUATES ASSOCIATION SUPPORTS CAREERS ADVISORY SERVICE (CAS)

A sub-committee of the NCIR Graduates Association Committee is currently working with Emma Maher, NCIR Careers Adviser, exploring ways in which the Association can support CAS and provide practical help and advise to NCIR students and graduates. The active involvement of NCIR graduates and friends of NCIR is invited.

CALLING THE 'CLASS OF 91'

This year marks the fifth anniversary of graduation for those who graduated from NCIR in 1991 - a reason to reunite and celebrate! To mark this event the College is issuing a special invitation to all who were conferred with an award in 1991 or would like to be associated with this group to attend a special reunion which will take place in NCIR in September 1996. At the moment, the staff of the Graduate Liaison Office in the College are seeking to update the name and address file for the 'Class of 1991'. All details should be sent to Rhona Preston in the Graduate Liaison Office, NCIR. Invitations and a programme of events for the Reunion will be circulated in the coming months.

NCIR Graduates Association Committee



NCIR Graduates Association Committee 1996. Front row, left to right, Catherine Whelan, Bernard O'Brien (NCIR Registrar), Aisling Kelly. Middle row, left to right, Freda Murray, Rhona Preston (Graduate Liaison Office, NCIR), Lenore Rothwell, Ann Murphy, Eoin O'Shea and Liam McGough. Back row, left to right, Cathleen Hartnett (NCIR), John Sweeney, Phil Killeen (Chairperson) and Karen Brosnan.



Congratulations! Members of the Foundation Studies (Cultural Studies) class from the Wicklow Outreach Centre who were conferred in November. Front row, left to right, Andrew O'Brien (now studying for a B.A. degree in St. Patrick's College, Drumcondra), Deirdre Ní Shuibhne (a Bachelor of Theology student in All Hallows College), Velma Green (a Diploma in Drama Studies student). Middle row, left to right, Eamon Duggan (also a B.A. student in St. Patrick's College, Drumcondra), Noel Stafford (studying Tourism in Wicklow) and Denis Ranaghan (undertaking an Open University course). Back row, left to right, Trevor McCaul (studying Tourism in Wicklow) and Bernadette Kelly who has secured employment in Wicklow.

NCIR FOUNDATION STUDIES EVENING OPTION

NCIR is one of the foremost providers of Foundation Studies and access courses in Ireland, having offered a range of such courses since 1990. There are currently over 150 NCIR students studying Science, Social Science and Cultural Studies at foundation level on campus at NCIR and at Outreach centres in Dundrum, Dundalk, Athy, Newbridge, Bray and Wicklow. Graduates of these courses have achieved an almost 100% record in gaining entry to full-time third-level courses. In response to requests from people who wish to pursue a Foundation Studies course but are unable to study during the day, NCIR, working in partnership with The Ballsbridge College of Business Studies, will offer an evening option in

1996/1997. Beginning at the end of September in Ballsbridge College of Business Studies, the course will run on Monday, Tuesday and Wednesday evenings from 6.30 p.m. - 9.30 p.m. and will include six Saturday (half-day) sessions. The subjects covered include Maths, Computers, Politics,



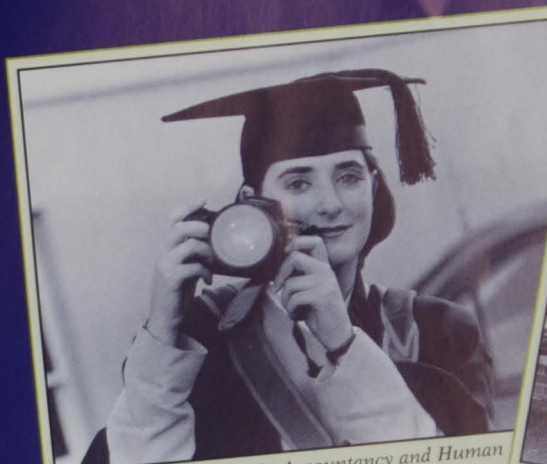
The first meeting of NCIR Outreach Class Representatives was held in NCIR in January. Amongst those who attended were, seated, left to right, Mary Fagan (Dundalk), Jo Bradfield (Carrigaline), Margaret Riordan (Donaghmede), Robert Hughes (Malahide), Joe Lynch (Drogheda) and Stephany Moore (Kilbarrack). Middle row, left to right, Mary Reddy (Newbridge), Una Reidy (Malahide), Kevin Fitzgerald (Baltinglass), Paul Keaney (Cork), Ian Thomas (Carrigaline), Susannah Hewson (Dundrum), Cathleen Hartnett (Manager, NCIR Outreach Programme) and Rosemary McMahon (Whitehall). Back row, left to right, Fionnuala Ryan (Whitehall), Noel Healy (Limerick), Mark Carroll (Athy), Seamus Lehane (Kilbarrack), John Carty (Galway) and Patrick Keane (Leixlip).



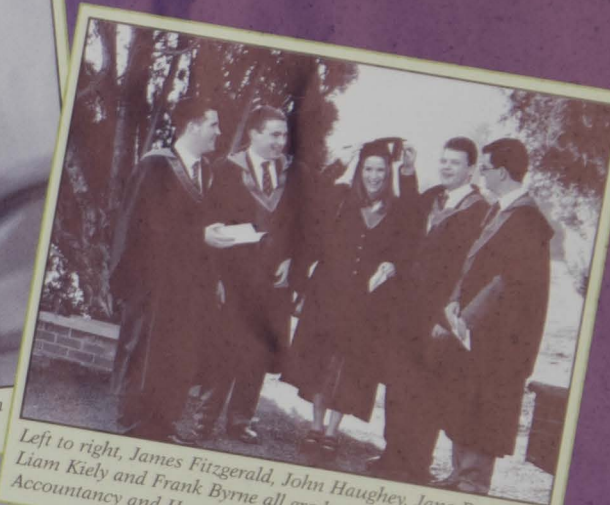
Martin Naughton was a recipient of a 1995 People of the Year Award. Martin of the Centre for Independent Living - NCIR's partner in the Certificate in Social Studies (Disability Studies) course, received the award in recognition of his campaigning work for people with disabilities and for setting up the Centre for Independent Living.

Psychology, Sociology, and Economics. Full details of the course are available from the Academic Affairs Office in NCIR.

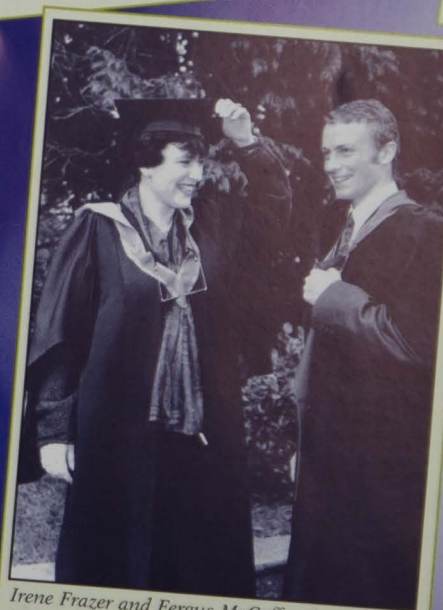
Graduation 1995 - Congratulations to the Class of '95



Alison Delahunty, B.A. in Accountancy and Human Resource Management.



Left to right, James Fitzgerald, John Haughey, Jane Barrett, Liam Kiely and Frank Byrne all graduates of the B.A. in Accountancy and Human Resource Management.



Irene Frazer and Fergus McCaffrey both B.A. in Accountancy and Human Resource Management.



Left to right, Catherine Brilly and Elaine Boyd both B.A. in Industrial Relations and Personnel Management.



Left to right, John Carton, Anthony Smyth and Greg Brough, all B.A. in Industrial Relations and Personnel Management.



Military escort! Lt. Col. Martin Egan, Richard O'Farrell, Mags O'Brien and Capt. Adrian Ryan, all B.A. in Industrial Relations and Personnel Management.

**New Full-Time
Course for
1996/1997**

**ARE YOU AN
ENTREPRENEUR OR
DO YOU KNOW
ONE?**

To meet one of the major needs of the Irish market, NCIR has introduced a new course; a **National Certificate in Enterprise Studies** which will focus on providing business enterprise skills. The award will be conferred by the National Council for Educational Awards (NCEA).

The consensus amongst business / policy makers is that the Irish economy's continued growth and development depends, to a large extent, on small and medium sized enterprises (SME's) and very small enterprises (VSE's). Of the 5,000 or so indigenous companies currently operating in Ireland over



Pictured at the Graduates Association AGM held in NCIR in November, left to right, Barry McIntyre (NCIR Faculty), Derek Quirk and Mary O'Carolan (B594).

3,000 have fewer than 10 employees and only 200 employ more than 100 employees.

Students on this course will be provided with the knowledge/techniques relevant to developing and establishing their own business, an understanding of the dynamics of the Irish business environment and an awareness of the problems that are specific to the development of new enterprises. They will gain practical knowledge of business in an Irish context through subjects such as

Entrepreneurship, Management, Marketing, Economics, Accounting, Communications, Law and Information Systems.

Second year focuses on critical areas for the creation and development of small enterprises including Innovation, Cost and Management Accounting, Taxation, Sources of Finance, Production, Market Research and Product Design.

An important focus of this course is the completion of a business project emphasising the practical side of the programme. This will provide students with the opportunity to develop their own business idea by experiencing the procedures of setting up the business, including creation and marketing the product or service and raising finance.

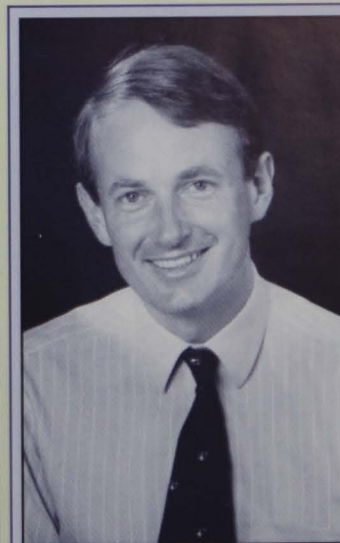
Applications are now invited for places on this course which begins in October 1996. Please contact Barry McIntyre, Course Administrator, in NCIR for further information. E-mail: bmcintyre@college.ncir.ie



Fielding the questions or ducking the issues! Dick Spring T.D., Tánaiste and Minister for Foreign Affairs, responds to questions from the audience following his lecture on leadership which he delivered as part of NCIR's Lunchtime Lecture series.

**NCIR LAUNCH
MAJOR REPORT ON
NATIONAL LOTTERY
- TEN YEARS ON**

A report on the first detailed examination of where income from the National Lottery is allocated was launched by NCIR during Christmas week. The report, which was compiled by Brian Harvey and published by the College's Policy Research Centre, examines the purpose of the Lottery when it was initially set-up in 1986; where Lottery funding is allocated; the allocation process and the degree to which the Lottery money is additional or has replaced areas of government spending. Projects funded by the Lottery were worth £84m in 1995, distributed principally to



Brian Harvey, author of the report on the National lottery.

government and non-government services in the areas of education, health, welfare, culture and the arts. A particular focus of the report is how the Lottery affects voluntary and community organisations.



Pictured at the launch of "Sexual Harrassment: A Practical Guide for Employers" a book written by NCIR faculty members, Noel Harvey and Adrian Twomey, were Professor Joyce O'Connor (President, NCIR), Noel Harvey (co-author), Mr. Meryn Taylor, T.D., Minister for Equality and Law Reform and Adrian Twomey (co-author).

The main report is accompanied by 'A Guide to the National Lottery for Voluntary and Community Organisations'. Copies of both reports are available for purchase from the Policy Research Centre in the College at the cost of £5.00 each including postage.

**DISCOVERING
UNIVERSITY 1996**

Preparations are at present underway for the Discovering University programme which takes place this year from 17 to 21 June for pre-junior Certificate and Fifth/Transition Year students and from 24 to 28 June for mature students. The Programme, an NCIR /UCD joint initiative, takes place as usual on campus at NCIR and at UCD. It gives participants a feeling for what life at university is really like. The programme covers a wide range of subject areas including Arts, Languages,

Law, Business Studies, Engineering, Social Science and Science. Participants are introduced to study skills, group problem solving and enterprise skills. The programme also includes social, cultural and sporting activities and this year, for the first time, a visit to Áras an Uachtarán for a reception hosted by Her Excellency, The President of Ireland, Mrs. Mary Robinson. Further information is available from Barbara Crowley, Manager, Discovering University Programme, NCIR.

**VHI DISCOUNT
FOR NCIR
GRADUATES**

Graduates of NCIR and members of the NCIR Graduates Association can now avail of a 10% discount on VHI premiums by joining the NCIR Group Discount Scheme. Full details from Rhona Preston in the Graduate Liaison Office in NCIR.

Lunchtime Lecture Series Continues in NCIR

The NCIR Lunchtime Lecture Series entitled 'Leadership : Making Vision a Reality' which has already featured speakers such as Baroness Brenda Dean, the Very Rev. John Dunlop, Tom Hogan, An Tánaiste, Mr. Dick Spring, T.D., Minister Proinsias De Rossa, Calre O'Grady-Walsh, Anthony Clare and Paddy Wright, continues until April. Speakers scheduled for the coming months include:

FRIDAY, 22 MARCH

Ms. Mary Harney, T.D.,
Leader, Progressive Democrat Party

TUESDAY, 2 APRIL

(1.30 p.m.)

Mr. Peter Sutherland,
*Former Director-General,
World Trade Organisation*

FRIDAY, 12 APRIL

Mr. Philip Flynn,
General Secretary, IMPACT

The lectures, which are all held in the NCIR begin at 1.00 p.m. (unless otherwise stated) and are open to the public. All are welcome to attend.

Autumn 1996

Mr Bertie Ahern, T.D.
Leader, Fianna Fail

Lady Diana Brittan
*Deputy Chairwoman, Equal
Opportunity Commission, UK*

Ms Mary Banotti
*Member of
European Parliament*



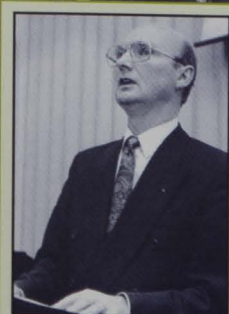
Rev. John Dunlop, former Moderator of the Presbyterian Church with NCIR students and staff.



Brian Hayden, Paddy Wright, Chairman/Chief Executive, Smurfit Ireland and Bernard O'Brien.



Professor Anthony Clare, psychiatrist, lecturer and broadcaster.



Tom Hogan, Chief Executive, Galway Association for Mentally Handicapped and Chair, Disability Federation of Ireland.



Baroness Brenda Dean, pictured here being welcomed on her arrival in NCIR by Barry McIntyre (left) and Michael Barry, members of NCIR faculty, headed the printworkers union, SOGAT, during its dispute with News International from 1985 to 1987.



Bernard O'Brien, Clare O'Grady Walshe, Executive Director, Greenpeace and Michael Barry

NCIR LAUNCHES CAREERS ADVISORY SERVICE

NCIR's new Careers Advisory Service (CAS) provides an comprehensive **Career Counselling and Information Service** to all students and graduates of the College. The primary aim of the service is to help users understand the process of career choice and to encourage a proactive self-managing approach to careers decision making. This is done by providing a number of services to current students and, where possible, graduates. These services include Career Counselling by Emma Maher, NCIR's Careers Adviser, who is available for confidential career guidance

development. The Careers Advisory Service also incorporates a **CAREERS LIBRARY** which provides print and audio-visual information on a wide range of career areas; job seeking; Irish and international employers; further study opportunities in Ireland and throughout the world. CAS is also involved in researching employment opportunities and maintains on-going contact with established and new employers of NCIR students and graduates. Employment opportunities are notified via a number of systems including the CAS Notice Board and Advance Vacancy Bulletins. Further initiatives are currently being taken to develop a regular Current Vacancies Newsletter

students, the Careers Advisory Service also caters for the needs of other contacts including Irish and International Employers, College staff, members of the NCIR Graduates Association, parents and many educational and professional organisations. If you would like further information on CAS or if you are interested in supporting the work of CAS, as an employer or graduate, please contact **Emma Maher, Careers Adviser in NCIR.**

NCIR OPEN DAY - SATURDAY, 13 APRIL

An Open Day for prospective NCIR students, full-time, evening, part-time and Outreach, will take place in NCIR on Saturday 13 April, 1996 from 11.00 a.m. to 3.00 p.m. Guidance counsellors, teachers, parents and interested members of the public are also welcome. The Open Day will include a special advisory session for applicants through the CAO/CAS system and will provide all with the opportunity to meet the staff of the College and to find out more about NCIR courses and about the College generally. A detailed programme of Open Day activities is now available from the Academic Affairs Office in NCIR.



NCIR Foundation Studies students studying in NCIR Outreach centres in Dundrum, Athy, Newbridge and Wicklow town visited NCIR recently. They are pictured here with Cathleen Hartnett (Manager, NCIR Outreach Programme), Course Co-ordinators and lecturers.

counselling. This service helps users with career planning and in preparing for new or further employment/further study prospects. In addition, a comprehensive Careers Education Programme is run throughout the year offering workshops and seminars on self assessment, job search strategies, C.V. development, interview techniques and other topics relevant to self

which will be distributed to students and graduates registered with CAS.

CAS services include Aptitude and Interest Testing; Work Placement Programme for full-time undergraduate students; Career Talks and Events with outside guest speakers, and a variety of publications. In addition to providing a service to

ADVERTISING WITH NCIR BULLETIN

NCIR Bulletin is published quarterly and has a circulation of over 8,000. Advertisements are accepted in half-page, full-page or insert/flyer format. An advertising rate card is available from Cathleen Hartnett, Editor, NCIR Bulletin.

1995 SECURICOR COURAGE AWARD FOR NCIR STUDENT

NCIR Foundation Studies student, Natasha Phillips from Ballyfermot, Dublin, has been awarded the 1995 Securicor Courage Award. The Award, which is worth £5,000, was presented to Natasha by Ms Nora Owens, T.D., Minister for Justice. Natasha, the youngest of a family of five children, was born with Cerebral Palsy. At the age of 20 she was also diagnosed as having Epilepsy. Despite this, she has learnt to live with both disabilities and to pursue a very full life.



Natasha is pictured here after being presented with the Securicor Courage Award - an original sculpture entitled "Spirit of Courage".

Despite a lack of formal education in her teenage years, having alternated between segregated and mainstream education Natasha has put this to rights in recent years, first of all going back into general education and then going to NCIR where she is undertaking a Social Science Foundation course. Her ultimate ambition is to graduate with a Social Science degree.



Members of NCIR Outreach Faculty attended an Outreach faculty In-service Training Day in NCIR recently. Pictured, left to right, seated John O'Sullivan, Marguerite Bolger, Tony Hynes, Orla Gavigan, Anne Casey, Norman Croke, Donie Wiley, Niall McEvoy, Sheila Butler. Standing, left to right, Alan Cashell, Liam Collins, Julie Byrne, Tony Collins, Margaret O'Brien, Mary Mulhall, Eddie Conlon, Veronica Kelly, Bernadette Gray, Professor Joyce O'Connor (President, NCIR), Nollaig O'Ceallaigh, Angela McGinn (NCIR Faculty), Cathleen Hartnett, Joe Coughlan, Sean Field, Frances McDonnell and David Costello.

As avid athlete, Natasha has represented Ireland in Germany, Holland and America in the discuss and javelin. In 1993, she won a bronze medal in Germany in the World Championships. Her immediate sporting ambition is to make the Irish team for the 1996 Paralympics which will be held in Atlanta next year.

In addition to her education and sporting interests, Natasha also finds time to help others with disabilities, and to work continuously to inform, involve and educate other young people with disabilities in the disability rights and self-advocacy movement.

She is involved with CNEASTA (the Irish Council for the development, training and employment of people with disabilities); is secretary of The Forum of People with Disabilities; and most recently been asked to go forward as Disability Officer in NCIR.

The Securicor Courage Award was set up in

1987 by Securicor Ireland Limited. The Award's theme defines courage not just as instinctive acts of courage where people risk their lives to save others, but also the courage to triumph over great personal adversity. The spirit of the scheme is embodied in the motto on the actual award itself, a quotation from Samuel Beckett "I can't go on. I'll go on".

Parents in Education



Members of the Ballymun parents group who were conferred with their Parents in Education Certificates in NCIR in November pictured with the Course Facilitator, Mick Fahy, Seated, left to right, Rachel Brant, Terry Cullen, Mary MacCarthy (Home Schools Liaison Officer), Nuala Bryne and Sarah Dempsey, Middle row, left to right, Geraldine Sullivan, Marie Dowling, Yvonne Brodigan, Anna Carey and Marie James, Back row, left to right, Siobhan O'Neill, Bernadette Gallagher, Marie Dunne and Mick Fahy.

NCIR APPOINTS REGISTRAR

NCIR is pleased to announce the appointment of Bernard O'Brien M.Ed. as College Registrar. Bernard joined NCIR in 1995 as Manager of the Centre for Educational Opportunity. He has extensive experience in adult education, second chance education, youth work and community development.



Bernard O'Brien, Registrar, NCIR

NCIR TEAM EXCEL IN 'MANAGEMENT GAME'

Congratulations to the NCIR team who competed in CIMA's (Chartered Institute of Management Accountants) annual business game competition for third-level Colleges. The NCIR team,



A husband and wife team! Tony and Grainne Leach from Rathfarnham, Dublin. Tony was conferred with a Diploma in Management and Industrial Relations and Grainne with the Diploma in First-line Management (Supervision) at the Autumn Confering Ceremony - congratulations to both of them.

Edwina Doran (H2B), Sharon Flynn (H3A), Paul Kearney (H2A), and Shaun McDonald (H3B) came second in group B of the competition. The team's non-playing captain was Brian Hayden (Senior Lecturer, NCIR).

NCIR SPEAKER AT INTERNATIONAL CONFERENCE

NCIR lecturer and author, Mary King, is to address a prestigious international conference on literature in Monaco later this year. Dr. King, who administers the Foundation Studies courses in NCIR, has been invited to speak at a conference in the Princess Grace Library to discuss the supernatural and the fantastic in literature with special reference to Ireland.

OBITUARIES

Seamus Redmond, a friend of NCIR and former NCIR Board member, died in early January. Mr. Redmond, a veteran trade union leader was General Secretary of the Marine Port and General Workers Union for 18 years.

We record with deep regret the death on Sunday, 7 January, 1996 of **Michael Keegan**, a student on the Certificate in Social Studies (Disability Studies) course. Michael, aged twenty-one, was from Portarlinton, Co. Laois and also the tragic death of **Mrs. Joyce Quinn** from Newbridge, Co. Kildare. Joyce was the wife of Comdt. Ray Quinn, a student on the

B.A. in Industrial Relations and Personnel Management course (Year 3).

Con Murphy, the former Rights Commissioner and NCIR Board Member and Fellow, died in December. Described by former Labour Court Chairman, John Horgan as "one of the greatest Industrial Relations practitioners the country has ever seen", Con retired from the Rights Commission service in 1987. Since then until the time of his death, he operated on a consultancy basis where his renowned skills were in great demand. As well as his work as a Rights Commissioner, Con Murphy also served as Chairman of the Banks' Joint Industrial Council and the ESB's Joint Industrial Council. He also played a pivotal role in Dublin Port by conducting a major report on its future. Con served as a member of the Board of NCIR for many years and was conferred with Honorary Fellowship of the College in recognition of his service and commitment to the College.

LEARNING TO LEARN - NEW NCIR PUBLICATION

'Learning to Learn' by Sam Malone, a member of NCIR faculty, will be published in the near future by CIMA Publications of London. The book, a new edition of a previous best-selling publication for CIMA, covers all aspects of study and examination skills including time management, effective reading, memory techniques, note taking including mind mapping, writing skills, exam techniques and stress management.

NATIONAL COLLEGE OF INDUSTRIAL RELATIONS

The National College of Industrial Relations (NCIR) is a university-level institution with a reputation for high academic achievement and individual support and attention. NCIR provides a wide range of full-time and part-time Certificate, Diploma, Undergraduate and Postgraduate Degree courses in Personnel Management, Industrial Relations, Trade Union Studies, Human Resource Management, Accounting and European Business and Languages. A range of other courses in Management, Business Studies and Social Studies is also provided. Courses are accredited by the NCEA. More than 2,800 school-leavers and mature students attend these courses, both on campus and at Outreach centres throughout the country. All NCIR full-time day courses and postgraduate programmes are grant aided under the Higher Education Grants Scheme. NCIR full-time day courses are offered through the CAO/CAS system.

NCIR HOSTS THIRTY NATION INTERNATIONAL CONFERENCE

The first meeting of Phase II of the Johns Hopkins University Comparative Non-profit Sector Project team took place in NCIR recently.

Policy Studies, Johns Hopkins University and Dr. Helmut Anheier, also of the Institute for Policy Studies. The focus of the study is on the size,



Pictured at the recent International Conference on the non-profit sector hosted by NCIR were, left to right, Stefan Toepfler (Institute for Policy Studies), Dr. Helen Ruddle (NCIR), Barbara Crowley (NCIR), Ray Mulvihill (NCIR), Regina Rippetoe (Institute for Policy Studies) and Dr. Lester Salamon (Director, Institute for Policy Studies, John Hopkins University, Baltimore, U.S.).

The Policy Research Centre, the self-funding applied research agency located within NCIR, hosted the Conference. The Conference was attended by 55 delegates representing 30 countries. During the course of the meeting, Dr. Helen Ruddle gave an excellent profile of the non-profit sector in Ireland. Considerable organisational effort was involved and the result was an overwhelming success. A team from NCIR's PRC including Dr. Helen Ruddle, Mr. Ray Mulvihill, Dr. Freda Donoghue and Ms. Barbara Crowley played an active part in the organisation of the conference and in the conference proceedings, as the Irish representatives.

This study of the Non-profit Sector is being led on the Irish side by Professor Joyce O'Connor, President, NCIR and on the international side by Dr. Lester Salamon, Director of the Institute for

scope, contribution and financing of the voluntary sector in Ireland and includes an analysis of its historical and legal background.

NCIR Bulletin

The NCIR Bulletin is published quarterly and distributed free of charge to staff, students, graduates, sponsors, donors, Corporate Members, schools, Colleges and friends of the NCIR.

Queries regarding advertising and editorial content should be directed to :

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