

COLLEGE OF INDUSTRIAL RELATIONS

COLLEGE NEWS

August 1972.

At the end of the academic year 1971-'72 we look back at some of the achievements of the students and some of the events which took place at the College.

Supervisors Induction Course: The Spring '72 Course was held from Monday April 24th to Friday April 28th on a full day-release basis. Subject titles included Organization of the Firm; Industrial Law; Collective Action and Procedures; Man and Work; The Supervisor and the Human Factor; Supervisors' Role in Industry. Each day concluded with the showing of an appropriate film. Ten students from the following firms took part : Douwe Egberts (Ireland) Ltd., Gallaher (Dublin) Ltd., W & C McDonnell Ltd., Plessey Ireland Ltd., Hugh O'Neill & Co. Ltd., Becton Dickinson & Co.Ltd. These firms are to be congratulated on recognizing the need for, and benefits of, this type of education, and in taking the trouble to release their newly appointed Supervisors for one full week.

Many of the Supervisors from the Dublin area and surrounding counties who attend the induction course subsequently enrol for the three-year Diploma Course in Supervision and Foremanship.

Annual General Meeting: This year's Annual General Meeting held at the College on 1st May was attended by approximately 275 students and guests. We were pleased to welcome Most Reverend Dr Dermot Ryan, Archbishop of Dublin. A thought-provoking paper entitled "THE INDIVIDUAL & COLLECTIVE ACTION" was read by Mr Brendan McGrath, Solicitor,

Coras Iompair Eireann. Mr John Foster, President, Workers' Union of Ireland and Mr Andrew Ryan, College Lecturer spoke to the paper.

Diploma in Industrial Relations for Workers and Trade Union Members:

At the end of each of the first and second years of this three year course, certificates are awarded to students who have attended 70% of the lectures and also attend for an interview at the end of the academic year. This year 70 students qualified for a first year certificate, and 42 students qualified for a second year certificate.

The Diploma is awarded this year to 33 students who have completed the course.

These certificates and diplomas will be presented to the students at the College on Thursday 14th September at 8.00 p. and all are most welcome to attend this ceremony.

The students on this course are nearly all members of trade unions and 33 different unions were represented among the student body this year. Once again we would like to thank the Union Officials for their kind co-operation in publicizing the work of the College, encouraging their members to attend and, in some cases, arranging to reimburse their members all or part of the fee for the course.

A post-Diploma terminal course entitled "Reports in Irish Industrial Relations" will be held during the coming academic year.

Diploma in Supervision and Foremanship: First and second year Certificates are also awarded during this three year course. This year, 53 first year and 42 second year certificates were presented to the successful students on 14th June by Mr Robert G. Clarke, Personnel Manager, Brooks Thomas Group. On the same occasion 60 students received their Diplomas on successful completion of their three year's attendance at not less than 70% of the lectures and having also satisfied their lecturers with written work.

Management and Industrial Relations - Three Year Diploma Course: Six students have qualified to enter the second year of this course introduced for the first time in September last. The lecturing and course content remained at a high standard as we had hoped, and whilst some students may not succeed in obtaining the qualifications, those who do, will hold a Diploma of the highest standard. During their first year the successful students have studied Statistics, Sociology, Psychology and Philosophy of Man and passed the examinations and essay work in these subjects. In their second year they will study Economics, Social and Industrial Law, Industrial Relations Theory, and Anthropology. They will attend the College on two evenings each week in addition to completing assignments as required by the Lecturers.

Management and Industrial Relations: One Year Basic Course: 41 students completed this one night per week non-examination course. Many of the students have expressed a wish for a second year, and while we emphasize that this basic course is a complete unit in itself, we propose to hold a course during the coming academic year in Economics and Industrial Psychology which we consider suitable for - among others - those who have completed the basic management course either this year or in previous years.

Institute of Personnel Management: At the examinations held in June, 52 students sat for various subjects. On April 7th and 8th a residential course was held in accordance with the regulations of the Institute. This was attended by 41 students. The examinations for graduate membership of the Institute are now divided into two parts normally requiring four years study, instead of two, as heretofore.

The Institute of Chartered Accountants in Ireland: 26 students presented themselves for Parts I and II of the Institute's Summer Examinations, having completed the first Commencement Course for Articled Clerks held at the College. 6 students were successful in both parts and 10 others passed Part I, with two students being referred in one subject only. There is already a big number of applications for this full-time course for the coming year.

Boards of Sponsors: The Board of Sponsors for Trade Union Courses for 1972-'73 is: Patrick Crowley, (President); Fintan Kennedy, (Vice-President); Michael Cleary, (Secretary); Maurice P. Cosgrave, Frank Ellis, Thomas Heery, Denis Larkin, Ciaran Ryan.

The Board of Sponsors for Management Courses is: John H. Donovan, (President); Liam B. Cassidy, (Vice-President); Terence A. Larkin, (Secretary); Leslie H. Dacus, J. Vincent Galvin, Jeremiah F. Kearney, Hugh F. MacNeill.

Like many other groups, the College also suffered an immediate loss from the recent air-crash in London. Michael Rigby-Jones was a member of the Board who gave himself whole-heartedly to support the work of the College. To his family may we offer our sympathy. He is remembered in our prayers. May he rest in peace.

College Library : As the College continues to seek recognition for its courses, we find that a shortage of library facilities may be a considerable obstacle. We would therefore greatly appreciate contributions of books - or funds - for this very necessary library expansion.

Marriage Preparation Courses : Some 280 engaged couples attended these courses during the year and 80 couples attended the Cana Conferences. These latter are intended for married couples who previously attended the marriage preparation courses. The next eight week marriage preparation courses will begin on Sunday 8th October next, and the following one will begin on Sunday 14th January 1973. Cana Conferences will be held on September 5th and 8th next.- with each group meeting again one week later.

Guild of Past Pupils: The Guild held 5 meetings during the year and we would like to thank the speakers : - Rev. Terence McCaughey, Rev. Michael MacGreil, S.J., Rev. Paul Andrews, S.J., Mr David Walsh, Fr Liam McKenna, S.J., In addition, the Guild organized a very successful Seminar on April 22nd to consider the topic "Ireland A Region of the E.E.C ?"

College Lecturing Staff : We are pleased to announce that Fr John Brady, S.J., has been appointed Director of the College in succession to Fr Kevin Quinn, S.J., who remains on the staff. We are sorry to lose Fr Desmond Reid, S.J., who is taking up Missionary Work in Singapore. We would like to record the debt owed by students and staff to him for his very fruitful work in the College since 1958. He will be particularly remembered for his work in the development of Trade Union education and in the development of the Marriage Preparation Courses. We, who have worked with him, thank him on our own behalf and on behalf of the students and friends of the College. May God go with him in his new endeavours.

We welcome Brother James Kavanagh, S.J., as Secretary, and Mr John Sweeney, S.J., and Mr Kevin O'Rourke, S.J., to our lecturing staff.

The Faculty Staff of the College is as follows:

- Fr Patrick A. Baggot, S.J., Superior
- Fr Michael Connolly, S.J., Minister
- Fr John Brady, S.J., Director

- Fr Kevin Quinn, S.J., :
- Fr Michael MacGreil, S.J., : Fr Timothy Hamilton, S.J.,
- Fr Michael Pelly, S.J., : Fr Liam McKenna, S.J.,
- Bro. James Barry, S.J., : Bro. James Kavanagh, S.J.,
- Mr Kevin O'Rourke, S.J., : Mr John Sweeney, S.J.,
- Mr Andrew Ryan.

The following assist as part-time lecturers:

From Milltown: Fr Eamonn Egan, S.J., Mr Tom McGrath, S.J.,
Mr Frank Sammon, S.J.,

From Loyola : Fr Paul Andrews, S.J.,

We will have also the services of our many associate lay lecturers and in this connection we would like to thank Sean Uas. de Freine and Mr Aidan Kelly for their work in the latter part of the year just completed.

Academic Year 1972-'73 : We look forward to the coming year with expectation of further development. In addition to the existing groups, we will be co-operating with the Eastern Health Board in providing a post-graduate course for Psychiatric Nurses. These will be 20 in number, and in addition to their own technical subjects, the nurses will study Economics, Industrial Psychology, Sociology, Industrial Relations and Personnel Management.

Academic Year 1972-'73

Terms : Autumn : September 18th - December 14th, 1972.

Spring : January 8th - April 12th, 1973.

Summer : April 30th, - May 17th, 1973.

Induction Courses for Male Newly Appointed Supervisors
(full day-release)

(i) October 23rd - October 27th, 1972

(ii) April 9th - April 13th, 1973.

"No one is born with all the knowledge and expertise which he requires for his various roles in life and so, to equip himself he has to acquire this expertise and knowledge by education. So, for collective action whether at work, in the Church, in the trade union,

community association or political party, a special form of education is required. This education may start at school age and continue periodically through adult life. It involves the acquisition of factual knowledge, the opening of minds to other views and opinions and the ability to communicate with others and to exchange ideas with them. Much of this sort of education is of a formative type helping individuals to mould their own personalities and to place themselves in society so that they can benefit from and contribute to all the collective action that exists.

We here at the College have described a trade union as an organization for mutual self-help and we would hope that by our work here we are making some contribution to the development of the whole of our National Society to being one of mutual self-help wherein we seek not only how we can help ourselves but how can we do even more for others."

(Extract from Paper - College A. G. M. 1972)

Just as a reminder the following courses are available during the coming year:

College Courses

1. Diploma in Industrial Relations for Workers and Trade Union Members.
2. Diploma in Supervision and Foremanship.
3. Diploma in Industrial Relations for Management Personnel.
4. Basic Course (one year) in Management and Industrial Relations.

5. One year Course in Economics and Industrial Psychology for Management Personnel.
6. Post-Diploma Course on Reports in Irish Industrial Relations for those who have received the Diploma above.
7. Induction Course of one-week full day-release for newly appointed male Supervisors - Autumn and Spring Terms.
8. Marriage Preparation Courses and Cana Conferences.

Courses held in co-operation with other bodies:

1. Institute of Personnel Management - Graduate Membership Examination Course.
2. Institute of Chartered Accountants in Ireland - full time nine-months Commencement Course for Articled Clerks leading to Parts I and II of the Institute's examinations.
3. Eastern Health Board - Post Graduate Course for Psychiatric Nurses.

Details of all these courses are available on application to the College -
Telephone : 972917

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