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COLLEGE OF INDUSTRIAL RELATIONS

COLLEGE NEWS

Autumn 1971

There have been several changes introduced at the College in the current academic year. Some courses have been revised, new courses have been introduced. There are now three courses leading to a Diploma each of which is specially designed for the students, viz: (i) Trade Union Members; (ii) Supervisors and Foremen; (iii) Management Staff. In addition there is a one-year Basic Course in Industrial Relations for Managers.

The Diploma in Industrial Relations for Workers and Trade
Union Members:

This diploma has been awarded by the College since its foundation but this year the course, and the conditions under which the diploma is awarded, have been changed. The new course extends over three years and comprises seven subjects as follows:

First Year - Trade Unionism; Man & Society.

Second Year- Industrial Relations; Irish Economics.

Third Year - Industrial Psychology; Social Ethics;
Industrial Sociology.

Each year there are sixty lectures divided between the various subjects. A student attends one night each week and on each night there are two lectures. In order to qualify for the Diploma, a student must attend 70% of the lectures and attend for an interview at the end of each academic year. Those who are familiar with the previous

Diploma will note the reduction from four to three years, the reduction in the number of subjects, greater emphasis on Trade Unionism as a subject, the compression of Economics into one year, the introduction of Industrial Sociology and the minimum attendance requirement.

We feel that the course now has a more precise aim and examines what are the most important matters in greater depth than before, but nevertheless, all within the ability of the Trade Union member to learn, understand and profit from. With the reduction from four to three years, the academic year has been lengthened so that in fact the student will spend very nearly the same amount of time at lectures as before.

Enrolments: This year there has been an enrolment of 109 in the First Year of this Diploma Course. Last year there were 129 enrolled in the First Year. There are a total of 204 students enrolled in the different classes which make up the 'Trade Union Group' as against 230 last year.

Fees: In line with the College policy of making this form of education available to as many as possible, the fee for this course is £3.50 per annum.

The Diploma in Supervision and Foremanship: This three year course which is confined to those who have already been appointed as supervisors, foremen or charge-hands, has not been much changed in its format. The subjects covered in the three-year course are as follows:

First Year: Human Nature
Human Relations in Industry
Practical Foremanship.

Second Year: Industrial Relations
Principles of Foremanship
Productivity Appraisal

Third Year: Economics of the Firm
Industrial Ethics
Industrial & Social Legislation
Case Studies in Supervision.

There are 42 lectures each year and the students are required to attend at least 70. of these. Lectures are held on one night each week and there are two lectures each night. In order to obtain the Diploma the student must complete written work at the end of each term to the satisfaction of the lecturer.

Enrolments: The total enrolment for the three years in the current academic year is 190 as compared with 189 for the last academic year - 1970-'71. This year's First Year has 79 students as against 86 last year.

Fees: Here again, for the reasons already set out, the fee is kept as low as possible - £6.00 per annum.

Management Diploma in Industrial Relations: This is an entirely new venture introduced in this Academic Year, 1971-'72, in response to repeated demands for this type and standard of education and qualification.

The course is designed to provide those working in the field of management with an understanding and working knowledge of the various elements which go to make up what is called 'Industrial Relations'.

The course covers a three-year period of part-time study with two hours of lectures on three evenings each week during the year. The academic year is comprised of 30 weeks.

The standard at which the course is conducted is similar to that required for a Pass University Degree in Arts, Commerce, Business Studies etc. The College intends to apply to the National Council for Academic Awards or similar body when established for recognition and approval of this Diploma. The students on this course are required to have at least two Grade C passes in honours papers; and passes at a level not lower than grade D, on pass or honours papers, in three further subjects - or equivalent academic attainments. Industrial and commercial experience may also be taken into account in considering the suitability of an applicant for admission to the Course.

Students on the Course will be required to sit for formal examination or be otherwise assessed to show they have reached the required standard in each subject. The subjects are as follows:-

First Year: Statistics, Sociology, Psychology, Philosophy of Man.

Second Year: Economics, Social & Industrial Law, Industrial Relations Theory, Anthropology.

Third Year: Social & Industrial Ethics, Managerial Controls, Management Theory, Industrial Relations and the State, Industrial Relations - Trade Unions.

Enrolment and Fees: Twelve students have enrolled for this course, the fee for which is £30 per annum.

One Year Basic Course - Management and Industrial Relations

We are satisfied that many managers seek the opportunity to learn the fundamentals of industrial relations and to compare their own experience both with theory and with other manager's experience. The Basic Course provides this opportunity - it is fundamentally concise - of one year duration, and it complements courses given at other Colleges and Institutes which deal with the more technical aspects of management.

The lectures are given on one night each week, two lectures each night, one hour for each lecture.

The subjects covered are: Industrial Relations
Man & the Manager
Social Theory & Ethics.

This is a revised course for managers and has 53 students enrolled this year we are very hopeful that we have found another way to make a useful contribution in the vast area of education for management. The fee for this course, consisting in all of forty lectures, is £6.30.

The previous Basic Course for Managers lasted for two years and we have 13 students completing their Second Year. In all, there are 66 students enrolled in the Basic Management Course this year, as compared with 53 last year.

Induction Course for Newly-Appointed Male Supervisors:

We continued our practice of holding a one-week day-release course for newly-appointed Supervisors in the Autumn Term. There was a satisfactory enrolment of 14 for the Course held during the first week in November. The students are at the

College from 9.30 a.m. to 5.00 p.m. for five days Monday to Friday and we are pleased that a number of firms are prepared to release their supervisors for this Course. Its success is indicated, not only by the continued support it receives, but also by the fact that after each course a number of the Supervisors who lives in the Dublin area enrol for the Diploma Course in Supervision and Foremanship.

The Induction Course is held in the Autumn and Spring Term each year and the fee is £7.50 per student.

The Institute of Personnel Management: We have continued our co-operation with this Institute in providing Courses at the College leading to Graduate Membership. Members of the College Staff are this year providing lectures in Sociology and Industrial Relations. There are 94 students attending these courses as compared with 128 last year. Lectures in each of the two years over which the course extends, are given on three nights, each week, during term.

The Institute of Chartered Accountants: We are pleased to announce that we have started this year, in co-operation with the Institute a 'Nine-month Full time Commencement Course' for Articled Clerks. A total of 29 students are enrolled for this course in which College staff provide lectures in Economics, Statistics and Sociology, as well as encouraging the development of a more broadly based education for this profession during 'Project' time. At the end of the Course next June the students will sit for Parts I and II of the Institute's examination, when they will also be assessed to obtain a necessary credit in Sociology from the College. This is a 'pilot' scheme this year, but its success so far, augurs well for its future.

These students are the first full-time students at the College and we welcome them as marking a further milestone in the development of the College, in addition to identifying a very worthwhile change in approach to the education of

those entering the Accountancy profession.

The Work of the College as a Unit : These then are the various means by which the College is contributing to education in Industrial Relations in industry and commerce. We see this as necessary for peace, harmony and a worth-while life for men and women who work in this field. We may say here, that all our courses are open to both men and women with the exception of the Induction Course for Newly Appointed Male Supervisors - we are satisfied that there are adequate reasons for this exception.

We are, of course, aware that like most forms of education it is not an economic proposition, and that is one of the reasons why we value the support of our Associate Members, who, by their subscriptions, help to continue to make available, education for Industrial Relations to as many people as possible, at a cost which should deter none.

Associate Lecturers: Another group of people who help the College to provide this service is the College Associate Lecturers. During this term we are indebted to Mr Liam Heffernan, Miss Joan O'Sullivan, Mr Harry O'Hare and Mr Paddy McCarthy, all of the Labour Court, as well as Mr Donal Nevin of the Irish Congress of Trade Unions and Mr Ciaran Ryan of the Irish Union of Distributive Workers and Clerks, all of whom have given lectures on various aspects of industrial relations on our Trade Union Members Course.

Mr Hugh O'Dwyer has lectured to the third year Supervisors group on the subject 'Economics of the Firm' and as this course covered eleven weeks a special word of thanks is due to him. All these Associate Lecturers give of their time and talents generously, without financial reward, and this fact readily makes nonsense of the idea that people in Ireland will only do something if there is a financial reward involved. Indeed there are many other examples of this in

our society, and we at the College are satisfied that it is on this sort of generosity, where people use their gifts and knowledge to help others that worthwhile endeavours are built.

Marriage Preparation Courses: Any description of College activities would be incomplete without reference to these courses which are held at the College four times each year attracting on each occasion some 70 couples. The Autumn 1971 Course is continuing the tradition of success in this field.

College Library: We have been making a special effort to build up the College Library this year and are indeed grateful to the Institute of Personnel Management for a generous grant for this purpose. We would welcome any financial assistance or donations of suitable books.

Guild of Past Pupils: The Guild is holding three meetings on a variety of current topics during the Autumn '71 term and the one already held attracted some 50 members.

We hope this survey of College activities has been of interest to you and we will bring you further news during the Spring Term 1972.

Many thanks for your continued Support.

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