

**Minutes of the Partnership Committee Meeting held on  
15 May 2008 at 11:00am in Room 130, Library Building**

**Present**

**Management**

Mr Gavan Stanley  
Ms Aishling Kennedy (*Chair*)  
Ms Marcellina Kenny  
Ms Marie Bourke  
Ms Cliona Marsh

**Trade Union**

Mr Gerry Hayden (UNITE)  
Ms Yvonne Abbott (UNITE)  
Mr John Dunnion (IFUT)  
Mr Tommy Murtagh (SIPTU)  
Dr Gerard Casey (IFUT)  
Mr Paul O'Reilly (UNITE)

**Non Union** Mr Dominic O'Keefe

**Absent**

Professor Pat Gibbons, Ms Mary E. Flynn Ms Bronwyn Molony, Ms Elizabeth Noonan, Mr Joe Colley (INPDTU), Mr Tony Boucher (TEEU)

**1. Minutes of the Last Meeting**

The minutes of the last meeting which had taken place on 5 March 2008 were approved and signed.

**2. Matters Arising**

There were no matters arising.

**3. Report on Car Parking**

Two reports were compiled in relation to the car parks. Mr Tommy Murtagh and Dr Gerard Casey visited NUI, Galway to look at the Galway solution to the car parking issues. The issue of car parking will be raised at the next Governing Authority meeting.

**4. Update on Crèche**

Dominic O'Keefe updated the Committee on the crèche as follows:

The licencee of the crèche changed over 2 years ago and a not-for-profit company is running the crèche. The board of Directors is made up of staff and students. There is an average of 55 children in the crèche and although it is licenced for 61 children under the HSC, 57 children is full capacity in order to leave room for children to move up. 11 children are that of students and the rest are children of staff. There are also 27 places off campus spread around the city which are subsidised by UCD up to 50%. The number of children in the crèche falls to approx 46 during the Summer.

Any money that is made in the crèche is invested back into the crèche such as on furniture and the garden. €80,000 will be spent on the garden this year.

Waiting list for crèche is 6 – 9 months which has reduced from 2 years.

In order for a second crèche to be built, a demand must be there. There are a number of factors that reduces the demand for places in UCD crèche such as the distances people are now travelling from work and the increase in the number of crèches around Dublin. There appears to be a demand for a part-time crèche, however there are no places available in the crèche as it currently exists but there wouldn't be enough demand for a second crèche. However an option is to extend the size of the current crèche.

Planning for a second crèche was put forward a couple of years ago behind the President's Lodge as well as 6 apartments. The rent from the apartments would pay for the crèche, however the apartments could only be let to internal candidates so high market rates couldn't be charged. Also planning was turned down because of the apartments. One million euro would be funded by the government to build the crèche but it would cost two million euro to build so the crèche would have to fund itself which would mean that 60 places would have to be filled each week.

Looking into a tax break for employers that provide crèches which could fuel demand for the UCD crèche.

Preference is to provide a crèche facility for part-time kids as this appears to be where the demand is and the preferable way to provide this facility is to expand the current crèche facility. There would be a premium for these customers in order to fund the crèche e.g. if a child is placed for three days in the crèche, they may have to pay for four days.

The crèche facility is not open to outsiders, only to students and staff and people who are linked to UCD.

Question was asked in relation to increased volume of traffic if crèche was expanded. Assurances were given by Dominic O'Keeffe that this would not be an issue as kids are dropped off at crèches at various times throughout the day, not all together at the one time.

Question was asked as to how to establish the actual demand for part-time crèche facilities. Suggestions were put forward such as monitoring queries received by the crèche and to look at the demographics of the job sharing staff.

Agreed that the expansion of the existing crèche and the requirement to earmark some of these places for part-time children needs to be put forward in a business proposal. Dominic O'Keeffe agreed to send this proposal to Gavan Stanley.

## **5. Any other Business**

### Information Flow

Issues were raised in relation to the flow of information between the Partnership Committee and other forums. Issues are raised by the Partnership Committee and are

discussed in other forums but decisions are not being reported back to the Committee. Agreed that a formal mechanism in relation to the flow of information needs to be established.

### Fitness Programme for Staff

A fitness programme “Get in Gear” was organised and funded last year for the students by the Sports Centre. The proposal now is that the Partnership Committee should endorse a ten week “Get in Gear” fitness programme for staff. The programme was operated by the Department of Physiotherapy and the Sports Centre so the programme is set up but would need to be funded.

It was stated that this subject arose at the Health Promotions Committee meeting and the feeling was that it would be a good programme to roll out to staff. It was felt an audit would need to take place to see what the uptake would be.

### Medical Services for Staff Onsite

The issue of the availability of medical services onsite for staff and an out-of-hours service was raised. The doctors on site are only insured to treat students and are open to liability if they treat staff. The lack of medical services to treat onsite incidents was stated in a health and safety audit as a health and safety issue. This report goes to the Corporate and Legal Affairs Office.

It was stated that the institution could lose its accreditation due to a risk management issue.

It was pointed out that the University’s Occupational Health Physician is a service provider for staff.

It was agreed that a briefing document would be useful to move this issue along and that statistics from the Health and Safety office would be informative. Aishling Kennedy, Yvonne Abbott, Dominic O’Keeffe and Paul O’Reilly agreed that they would get together and draft up a document regarding this issue and that it would be presented at the next meeting.

### Pensions

Aishling Kennedy agreed to draft a terms of reference for a briefing session on pensions to take place.

### Progress Report

The Progress Report to be submitted under Towards 2016 will be circulated by Michael Flanagan in the next week. A brief meeting will be held at the end of May to sign off on the Report.

Next Meeting: 11am, 25 June 2008  
Location: Room 130, Library Building