



Executive Committee

The twenty-third meeting of the Executive Committee of the Trinity Retirement Association was held on 13th April 2016 at 2.30pm in Room 4017, Arts Building, College.

Present: Mike Jones (chair), Vivien Jenkins (Secretary), Norah Kelso, Joe Carroll, Tommy Murtagh, Kay O'Neill, Susan Parkes

Apologies: Gay Duffy (Treasurer), Ruth Potterton

1. Minutes

The minutes of the meeting of 15th March 2016 were agreed.

2. Matters arising from the Minutes

- (a) *IT for Postal Membership:* Three people attended the *Email for Beginners* course on Tuesday 12th April and the Secretary reported that she had already received emails from two of the attendees.
- (b) *Lecture on IT Developments:* An email from AF had been circulated which proposed an annual update on IT developments by IS Services and which set out some headings which might be covered in the first lecture/workshop. MJ agreed to contact IS Services with a view to setting this up in the coming months.
- (c) *Possible visit to the National Stud:* NK had followed up on this but was unable to identify a private tour operator. It was agreed that this might be considered for an outing next spring and perhaps be combined with a garden tour.
- (d) *Membership Renewal:* The Secretary reported that 26 people had not renewed their annual membership and had been removed from the database. Currently the Association had 198 paid-up members.
- (e) *Gardening Course:* There had been a poor response to this circular so it was decided not to proceed with it at this time. It was suggested that the fact that it would be offered on a Saturday morning might have made it less attractive.

3. Correspondence and Meetings

- (a) *Retired Staff Association, NUI Galway* – A meeting was held on 4th April 2016 attended by NUI Galway Retired Staff Association Ger Jennings (Chair) and Jane Conroy and from the Trinity Retirement Association, Mike Jones (Chair), Gay Duffy (Treasurer) and Susan Parkes. A broad range of issues of common interest was discussed over a period of about two hours. The main points to arise were as follows:
 - NUI Galway has been more accommodating than TCD in setting up and running its Retirement Association. Funding has been provided by NUI Galway and a room is made available for meetings.
 - The NUI Galway Retired Staff Association has been in existence for quite a number of years (> 10 years) and its members do not pay a membership fee.
 - The staff profile in NUI Galway RSA appears to have a higher proportion of former academic staff than the Trinity Retirement Association.
 - The Trinity Retirement Association has organised a much wider range of activities than NUI Galway RSA
 - NUI Galway RSA meet on a regular basis for a 'coffee morning' in the University.
 - Ninety-six members of the NUI Galway RSA attended the annual Christmas Lunch in the Ardilaun Hotel.
 - NUI Galway RSA is very impressed with the TRA's website.
 - NUI Galway RSA is very keen to establish links and hold meetings/discussions with other University retirement associations in Ireland. They have already made contact with UCD and Maynooth.

In the discussion, it was suggested that consideration might be given to organising an Annual Lunch for TRA members, either in June or in late November (before the Christmas rush). Some local hotels offered very good value and this could be explored.

(b) *Equality Office:* Three members of the Executive Committee (MJ, SMP, VJ) had met with the Equality Officer and the Director of Inclusion and Diversity to discuss a document entitled 'Ten Principles of an Age-Friendly University' on Monday 21st March. The Equality Officer had circulated notes of the meeting which in turn had been circulated to all members of the Executive Committee.

The notes of the meeting set out the concerns of the TRA representatives about the lack of engagement by the TCD authorities with its retired staff association and also the lack of resources such as accommodation or funding. A copy of the notes of the meeting which were prepared by the Equality is attached to the minutes.

The Executive Committee gave consideration to some of the areas where retired staff might contribute to the ongoing business of the university such as mentoring, supporting the tutorial service, supporting the Access programme and also the Disability Service. It was recognised that while some retired staff would like to continue to participate in the ongoing activities of the College, this would be not apply to all.

4. Annual General Meeting

The AGM was scheduled for Thursday 28th April at 12 noon in the Botany Lecture Theatre and papers had been circulated on 1st April.

About 40 people were expected to attend the lecture, AGM and then stay for refreshments. MJ agreed to make enquiries about booking refreshments, assuming a maximum cost of about €6-€7 per person.

5. Travel Abroad

The Secretary had circulated an email to members asking for feedback on a possible three day break to Berlin in October 2016 or May 2017. Replies had been received from about 25 members and a copy of these replies had been circulated to the Committee. On the basis of the comments received, it was agreed that this might be considered for next year, possibly May 2017.

6. Association Activities

(a) *Review of Events that have taken place since last meeting*

- Walking Group – Blessington Greenway – 23rd March 2016 – About 20 people had participated in this walk.

(b) *Future events*

- *Walking Group – Laragh/Glenmalure – Tuesday 19th April* About 12 people had signed up so far.
- *National Concert Hall – 22nd April 2016* Fourteen bookings had been made and booking closed on 22nd March (as NCH require a month's notice on reserved seats that are not being taken up).
- *Wicklow's Historic Gaol and Kilmacurragh National Botanic Gardens – Wednesday 18th May:* Information had been circulated and about 18 bookings had been received to date. The closing date was 2nd May.
- *Dublin Bay Cruise –* The Secretary agreed to make enquiries about a group booking in June from Dun Laoghaire to Howth, possibly followed by lunch in Howth.

7. Thanks to Tommy Murtagh

The members of the Executive Committee expressed their appreciation to Tommy Murtagh for his work on the Committee in the years 2014-2016 and also on the Steering Committee involved in the establishment of the Association.

**Provisional Date for Next Meeting: Wednesday 25th May 2016, 2.30pm
(to be confirmed by incoming Secretary)**

Action List

Lecture on IT Developments	MJ to contact IS Services
AGM – Refreshments	MJ to make arrangements
Dublin Bay Cruises	VJ to make enquiries
Travel Abroad – Berlin	VJ to inform membership of outcome of discussion by Executive

Consultation on Age-Friendly University with Trinity Retirement Association

Notes on a meeting held 21st March 2016 in Arts Building, TCD, attended by Equality Officer (Aoife Crawford), the Director of Diversity and Inclusion (Tony McMahon), and from Trinity Retirement Association – Mike Jones (chair), Vivien Jenkins (Secretary) and Susan Parkes (committee member).

The notes below were drafted by the Equality Officer.

Concerns / Challenges

1. There is a lack of formal recognition from Trinity, and lack of resources (space, funding)
2. Retired staff are cut off (e.g. from email access) abruptly and the point of retirement can be difficult (especially for non-Fellows)
3. The knowledge, dedication and expertise of retired staff is under-utilised by the University
4. Communication to retired staff is lacking; undermines their sense of connection to Trinity
5. Physical access is difficult in some areas

Ideas / Recommendations

1. A representative of the TRA should regularly visit the Equality Committee, and/or retired staff should be eligible to self-nominate for Equality Committee membership
2. The TRA should have a space on campus
3. A rail should be installed at the Dining Hall steps, and Arts Block café area redesigned
4. Fees for extra-mural courses should be waived for retired staff, and MOOCs should target them
5. Retired staff should be allowed to access the library and to retain their email address; WiFi access should also be provided
6. Event(s) should be held for retired staff, e.g. a Christmas Commons
7. A newsletter for retired staff should be published, similar to what is provided to alumni
8. Trinity Events emails should be forwarded to the TRA
9. Commitment from the Secretary's Office to forward information regarding deaths should be implemented
10. Awareness of the TRA should be raised among staff who retired before it was founded
11. Staff due to retire should be given the option of informing the TRA of their upcoming retirement
12. Retirement preparation courses should include speakers who are retired Trinity staff
13. Advice on pensions & financial planning should be targeted at staff far longer in advance of their retirement
14. Retired staff could mentor students / tutors (e.g. through a programme similar to GradLink)
15. Principles 9 and 10, "To engage actively with the university's own retired community" and "to ensure regular dialogue with organisations representing the interests of the ageing population", are priorities
16. The Irish universities should learn from each other's good practice and uphold a common standard