

Support Staff Pay Offer 2017/18

1) Pay 2017/18

An uplift of £425 for all support staff in scope of the NRPA where their conditions of service are linked to the NJNC Support Staff table

2) Annual Leave

- A unitary and inclusive minimum entitlement to 44 days for all support staff employees effective from 1 April 2017. Current employees in receipt of a higher entitlement will retain this entitlement pending further national negotiations on annual leave.
- A common leave year will apply commencing 1st September 2018. Annual leave year migration will be subject to additional technical guidance developed through the Annual Leave Subcommittee.

3) Job Evaluation

The grading outcomes of a National Job Evaluation exercise will apply from 1 September 2018. They will apply to all those in post as at 1 September 2018. The effective date for those who join the service after that date will be their date of commencement in employment.

4) Conditions of Service

The NJNC Support Side Table will set up a group to discuss and report on all outstanding matters pertaining to Support Staff terms and conditions to aim to conclude its work by 31 March 2018. This to include, for example, working hours and associated allowances, standard overtime rates and other premium payments, annual leave, etc. also priority Employment Policies will aim to be completed in same timescale or sooner (i.e. Grievance and Disciplinary Policy; Organisational Change/Redeployment).

Implementation

- £425 of the Pay Award will be effective and consolidated from 1st April 2017. Colleges will implement locally as soon as is reasonably practical but no later than August 2017.
- The Pay Award will be applied pro rata for part time employees.
- The annual leave entitlement will be applied pro-rata for part time employees.
- The Pay Award will be applied in the first instance, then any further uplift applied if required in order to ensure staff are in receipt of the Living Wage of £8.45 as at 1st April 2017.
- The Pay Award will be applied on an unconsolidated basis to staff on pay protection.
- The Pay Award will apply to employees in post as at 30 June 2017.

Recommendation

The Support Staff Trade Unions recommend this offer to their members.

Colleges Scotland Employers' Association, 29 June 2017